

The purpose of this newsletter is to share news and information, as well as to answer commonly asked questions about your union and the collective agreement. If you have a question or issue that you would like to see addressed, please let a member of the union executive know!

Employee Assistance Program

Did you know that CUPE 217 contributes to the annual cost of your EAP program? Each year, CUPE uses roughly \$1,700 to cover 10% of the total cost of this service, with our employer covering the rest.

EAP provides in-person and over-the-phone counselling to members and immediate family. The topics addressed are wide-ranging and the service is completely confidential. To repeat the words of a former colleague: how can you turn down free counselling?

Online resources are also available through their HomeWeb portal. Signing up is easy and, once an account is created, you can access short articles on an array of life's challenges.

For more information on our Homewood services, click the Human Resources and Learning tab on LIBBI and select the Human Resources link.

Your Union Exec

President Diana Szabo
1st Vice President Kathryn Baldock
2nd Vice President Jordan Richardson
Treasurer Danyelle Mallory
Recording Secretary Kristen Caschera
Corresponding Secretary Colleen Amatruda
Sergeant-at-Arms Spencer Drake

Stewards
Heather McDonald (Chief Steward)
Spencer Drake
Patsy Morgan (on leave)
Jordan Richardson
Karen Sealy
Rachel Weisdorf

Proof of Illness: How to Navigate Doctor's Notes at London Public Library

Illness or injury can happen to anyone. Everyone's situation is different, recovery is not always linear, and recovery of any kind can be difficult and stressful. Your union can help!

At the time of illness or injury, the employee must present "proof of illness" to the employer either upon return to work, or within 15 days of the beginning of the illness (see: Appendix C subsection 6 in your Collective Agreement). This means documentation (a "doctor's note") from a health care provider. The documentation will need to include: your restrictions, the temporary or permanent nature of the illness/injury, and when these restrictions will be reassessed (a "next review date"). The onus is on the employee to pay for the note. However, if the employer requests

an update more than once every 15 days, the employer will pay for the note.

We recognize that this can be costly (discussing the financial implication and frequency of reassessment with your health care provider can sometimes help reduce this cost). We also recognize that obtaining notes on a regular basis can be stressful and overwhelming. Don't hesitate to contact a union representative at any point during your road to recovery. We are here to help you!

For more information on the Ontario *Human Rights Code* as it relates to medical documentation, visit <http://www.ohrc.on.ca/en/ohrc-policy-position-medical-documentation-be-provided-when-disability-related-accommodation-request>

Events

General Membership Meeting

Friday, March 27, 6:30–8:00 p.m.,
Bostwick Library

General Membership Meeting

Friday, May 29, 1:00 p.m., 6:30–8:00 p.m.,
Location TBD

General Membership Meeting

Friday, September 25, 6:30–8:00 p.m.,
Location TBD

General Membership Meeting and Elections

Friday, November 6, 6:30–8:00 p.m.,
Location TBD

Check out 217.cupe.ca for more details

Meet the Rep

In October 2019, we welcomed Jennifer Barnett as our new CUPE National Servicing Representative.

Jennifer comes from the social services sector, having spent 18 years as a social worker. During that time she was a proud member of CUPE 4720, serving her local in various roles. Importantly, she spent 14 years as the local's WSIB/Return to Work specialist. Jennifer has taught labour courses all over the province as an instructor for both CUPE and the Ontario Federation of Labour. She became a National Servicing Rep in July 2014.

Jennifer has extensive experience working with municipal, school board and long-term care sectors in particular.

We welcome Jennifer and look forward to working with her!