

CUPE Local 1328
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Welcome to CUPE Local 1328!

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Dear New Member of CUPE Local 1328,

Welcome to CUPE Local 1328! We are delighted to have you join our union family. This packet will help you get acquainted with your union and provide you with essential information to help you get started.

As the President of our Local, I am thrilled to welcome you. Our Local represents education workers within the Toronto Catholic District School Board (TCDSB), encompassing five distinct bargaining units:

- 1328.00 - OCT (Office, Clerical, and Technical)
- 1328.02 - SBESS (School-Based Educational Support Staff)
- 1328.02 - Nursery
- 1328.03 - ESL
- 1328.04 - SSSS (Secondary School Supervisors of Students)

As a Bargaining Unit Member of CUPE Local 1328, your union dues will be automatically deducted from your wages. This means you are covered under the Collective Agreement (C.A.) between CUPE Local 1328 and the TCDSB. The C.A. outlines your rights and responsibilities, as well as those of TCDSB as the Employer.

We encourage you to consider becoming actively involved in our union. There are numerous opportunities to participate, including serving as a Shop Steward or joining one of our many committees such as Social, Human Rights, Bargaining, Communication, and Health and Safety. For more information on how to get involved,

please contact one of the Executives. The current list of Executives can be found on the last this package.

We strongly advocate for member education as it is an excellent way to understand how CUPE operates. Please visit https://cupe.ca/mrm-union-education/events?province_id=5 to view available union education courses.

We urge you to familiarize yourself with your collective agreement, which is available on our website. Understanding your rights and responsibilities is crucial to making the most of your membership with CUPE Local 1328.

Local 1328 holds general membership meetings on the second Tuesday of every month during the school year. These meetings are not only informative but also provide an opportunity to connect with fellow members. Our primary method of communication is via email, so please ensure we have your private email address. You can subscribe to our email updates here: (<https://mailchi.mp/cupe1328/cupe-local-1328>).

CUPE Local 1328 not only strives to improve conditions for all working people but also believes in supporting our community. Each year, we contribute to various charitable initiatives, reflecting our commitment to social responsibility and community engagement. Additionally, each spring, we award student bursaries to our members' children who are graduating from Grade 12 to help them pursue their future educational goals.

If you have any questions, concerns, or suggestions, please do not hesitate to contact me at president@cupe1328.ca. We are here to support you and ensure your experience with CUPE Local 1328 is positive and rewarding.

Once again, welcome to CUPE Local 1328! We look forward to working with you and supporting you in your role within the TCDSB.

In solidarity,


Sharron Flynn Bennett
President, CUPE Local 1328



Why do I need to use a non-TCDSB email address to get union updates?

There are several reasons for this:

- If we ever need to go on strike, we need a way to communicate with each other that we control. Relying on the email service provided by the employer could make organizing more difficult if they restrict access.
- It's more confidential. The employer has access to all the emails you send with their email service. Using a private email helps maintain confidentiality.
- Simply, TCDSB emails should be used for TCDSB business.

How many members are in our Local?

We have just over 2500 members, approximately 3/4 are full-time, and 1/4 are part-time or casual.

What is the union board?

Union boards are displayed in every unit where you can find information about meetings, seniority lists, and other union-related matters.

Union Dues

Monthly union dues are automatically deducted from your paycheck. As of 2024, it is 1.5% of your gross wages. These dues are allocated as follows:

- CUPE National: 0.9% of gross wages. This supports a national strike fund, defense fund, and staff to assist with grievances, research, bargaining, and legal advice.
- CUPE Ontario: 0.04% of gross wages. This focuses on legislative, policy, and political changes at the provincial level.
- OSBCU (Ontario School Board Council of Unions): 0.04% of gross wages. This body negotiates the central terms of our C.A.s and facilitates collective bargaining across the province.

The remaining dues support our local expenses, such as paid union leave for executives conducting union business, legal expenses for arbitration and mediation, office rent, and other operational costs.

How can the union help?

With your participation, the union can:

- Negotiate fair collective agreements for decent wages, benefits, and workplace protections.
- Protect you in issues related to pay, hours, holidays, working conditions, harassment, safety, or other workplace issues.
- Provide a strong voice advocating for legislative changes benefiting our communities and protecting public services.
- Make gains for union members that impact wages, benefits, and rights of all workers.

What are some things the union has already done for me?

- Negotiated competitive wages
- Obtained and maintained a defined benefit pension plan
- Secured sick days for short-term disability support
- Provided parental leave top-ups
- Argued numerous grievances annually to protect members' rights
- Maintained a voice for members at Labour Management meetings

- Worked with national and provincial union bodies to advocate for members' concerns

I have a specific concern about my workplace.

The Union will assist any employee with a complaint that may become a grievance related to the Collective Agreement. Your Steward will help resolve issues at the Complaint Stage, and if necessary, escalate through the Grievance Procedure with assistance from the Chief Steward and the President. Unresolved grievances may go to mediation or arbitration as outlined in the Collective Agreement.



- Attend membership meetings.
- Get to know other members beyond your immediate co-workers.
- Ask good quality questions.
- Attend CUPE workshops. We encourage members to take the "Introduction to Shop Stewarding" workshop.
- Put your name forward to sit on committees.
- Help keep your co-workers informed and read your Collective Agreement.
- Find your passion and comfort level for involvement.
- Apply to attend conferences and convention to be a delegate for the local.

EXECUTIVE CONTACT LIST

PRESIDENT

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