



Update for February 12th, 2021

Just a few things to talk about this week – not a long update at all.....

Family Day – I know all the days seem to just blend into each other lately, especially while we're in lockdown – but don't come to work on Monday. It's a holiday. Enjoy it. Get outside and go for a hike or something. Wear your mask, keep your distance but get out and do something!

Monthly Meeting – We will be having our February Members Meeting on the Zoom online meeting platform. An invite with all the information will be going out Tuesday morning as part of our test of the new email system. We're excited to roll this out to members and give them the option of attending by computer or phone. This will be a very easy way to participate in meetings and will be a benefit to all our members. We may have a few hiccups until we're comfortable with all the software options, but in the long run we're confident that it will be easier and more accessible for members and encourage more participation.

Covid Screening – As of Monday this week, all staff members have been required to document that they have done their Covid screening before coming to work and that they have passed. The online screening tool for education workers can be found here : <https://covid-19.ontario.ca/school-screening/>

If you do not have access to a computer at home, you can print a copy of the screening at work from here that you can keep with you and go through before work each day: https://covid-19.ontario.ca/covid19-cms-assets/2021-01/Printable%20school%20and%20child%20care%20screening_Eng_AODA.pdf

Before you arrive at work, or as soon as you enter the workplace you must fill out the form on the web portal that states you have completed your screening for that day. That form can be found in the same spot where you complete your timesheets.

4153 Communications – We are well on our way to being self-sufficient when it comes to our website, emails and other communications with all of our members. I was in the office yesterday and we have personal emails of over 90% of our members which is the most I've ever heard of across the province! A HUGE THANK YOU to everyone that has taken the time to send that info in to Janna at the office and a big shout out to both Janna and Pat Amatangelo for making calls and putting that list together.

On Tuesday morning, we are going to run our first full blown test of the new email system. Emails with an invite to our February Membership Meeting will be sent out sometime before noon to all the personal email addresses we have. If you don't see the email in your Inbox, please check your Spam or Junk box and mark it as not junk so it should show up in your Inbox next time we send it out.

How To Get In Touch - As previously mentioned, our office is currently closed to visitors due to the State of Emergency in Ontario. Janna our office administrator will have remote access to emails and phone messages. If you're contacting the office, either send an email to cupelocal4153@bellnet.ca or call the office and leave a message and she will get back to you as soon as possible. Please note the change in email for the office, as we start to make the change to our own system. We will evaluate re-opening the office depending on guidelines coming from the province next week for the Hamilton area.

And now, this week's items.....

Supervisor Issues – I'm not sure why some supervisors seem to forget how to be approachable and likeable and not fill people with frustration and even fear. We seem to have a few supervisors who still feel like they can treat certain people however they want just because they have the "Supervisor" title. We have a Code of Conduct at the HWDSB which applies to ALL staff and managers. You can find the Code of Conduct here and read it for yourself - <https://www.hwdsb.on.ca/secondary/supports/safe-schools/code-of-conduct/#tabs-112>

If you feel your supervisor has gone too far in comments made to yourself or other staff members, has raised their voice at you for no reason, made you feel threatened in any way - WE NEED TO KNOW. You need to contact one of our stewards and document what happened immediately after it happened. Write it down while you remember it clearly. Who was there, what day and time it happened, what was said, how you felt during and afterwards – basically all the information you can recall. The more the better.



School Closures – Emails have been sent out from the HR Dept about school closures in June and all positions that will be affected. Postings will continue and deployment will take place for any members not gaining a new position by early June.

March / April Break - Just as I was trying to finish this update off, Loudmouth Lecce came on the airwaves and moved March Break back to April 12-16th. I'll save the political commentary on the issue for another time, but as far as we know right now, we're business as usual until the middle of April. OSBCU has set up a President's call on Tuesday evening after they have had a chance to go over Ministry documents and determine how it will impact locals directly, so I will have more information for you next week.

Leaving Without Permission – All of our positions have paid breaks and lunches, so we are to be on site for our full shifts. That includes being on site and ready to work at your start time and not leaving before the end of your shift. If something happens during your shift and you need to leave the building, you need the permission of your supervisor. No but's about it. No excuses. If you work afternoons and forgot your lunch and need to run out and grab something from a drive thru – call or text the afternoon supervisor and ask if it's ok. If you're on days and something happens, call or text your area supervisor and get permission. If you are working at two different schools, your travel time should be split between the two schools - which means if you have 20 minutes travel time, you leave 10 minutes early from one school and arrive 10 minutes late to your next one.

And yes I fully admit that I made the wrong prediction about the SuperBowl last weekend. The Chiefs had a disaster of a game and Brady & The Bucs played a great game and it wasn't even close. The chili I made was much better than the Chiefs defense. Thanks to everyone that messaged me during the game to remind me of my bad pick. LOL

Cheers,

Blake