



### Update for January 15<sup>th</sup>, 2021

This will be a bit of a lengthy update with a lot of information to unpack, so I want to begin by thanking all of you. Thank you for the work you have been doing and continue to do. Thank you for your patience when announcements are made from Queen's Park – it takes a while to understand the impact it will have on our members both from our employer and from OSBCU. Thank you for your willingness to be part of addressing issues in the workplace – by letting our stewards and Executive know what's going on in your schools.

**Staff Relations & Casuals** – On Monday of this week, Patrick, Darlene, Peter and myself met with management to discuss issues. We had one major issue to discuss and I'll give you a bit of a background on it. When good old Lying Lecce announced on December 21<sup>st</sup> that schools would be closed to in class learning for an extra week after the scheduled Christmas break, I emailed our Director and point blank told him if there was to be any changes to our staffing that I should be notified right away. He fully agreed and said a member of the senior team would be in touch if there was any changes. Well, midway through last week I was very surprised to hear that some schools were short people and we had casuals sitting at home because someone at the Ed Center made the decision to only have skeleton crews where needed. There was no communication by senior staff to myself that any changes to our staffing would be made. I made it very clear to management that our expectations were that the ENTIRE collective agreement be upheld and not just the parts they wanted, such as hours of work. Our replacement coverage language provides for 1<sup>st</sup> day coverage for all FTE positions based on the ability of the board to cover and without incurring any overtime charges. With casuals at home, they had the ability to cover positions without any added overtime. I know some of our casuals were called Monday morning and told there was no work, then received a call after our meeting assigning them to cover positions because management knew we were correct in interpreting the language, even though one management team member tried to put off the decision as needed because of the pandemic and things 'not being normal right now'. So that was a win for all our members and one that many people were happy to hear about. There was also some questions about CUPE casuals and probationary casuals. Our position was and is that all CUPE casuals should be working before any probationary casuals are assigned to coverage. So now, that is exactly what will be happening. None of our members should be sitting at home with no work while probationary people are working. Currently, if you own a 4 or 6 hour position, that is all the hours you will be working as there is no expectation of top up hours. I know this will make things difficult for some members, but there is no recourse in the collective agreement to force the employer to offer top up hours currently.

**Why Are We Working?** - Myself and many of your Exec members and stewards have had daily questions about this and I'll try and make a few points so that members have a better understanding about the reasons behind it. Back in April when schools were actually closed (instead of closed to in person learning) - there were assurances and guarantees from the government for income and job security for all education workers. This meant that all FTE positions would still be funded and paid no matter what. Yes, we were working doing deep cleaning and other jobs until summer cleaning started, but even when we were assigned to home, our income and jobs were safe. Things are very different now, even though we're in the same pandemic. Starting in September for this school year, there is NO income or job protection guarantees from the government as of right now. This could mean if schools were closed and no work available to our members - regardless of owning a posted position or a casual - we could be out of work for a while. NOBODY wants to see that happen. We are support workers and we support education. Right now, I have no problem with daycares, Spec Ed kids and staff as well as principals and office admins being in buildings because it means we are working and have our incomes to count on. We know our roles, we know how to work safely and we know how to protect ourselves with our PPE and our job duties. We need to keep doing those things and supporting the work that is happening in the schools because that is our role.

**Office Hours** - Due to the provincial State of Emergency that started yesterday, our office administrator Janna will be working from home and our office will be closed. Janna will have remote access to emails and phone messages. If you're contacting the office, either send an email to [officeadmin@cupe4153.ca](mailto:officeadmin@cupe4153.ca) or call the office and leave a message and she will get back to you as soon as possible.

**Schedules and the Collective Agreement** - Here's a shocker for all of you, so hang on to your seats - some supervisors seem to be overstepping their bounds and doing things they shouldn't be doing. In some schools, schedules have been changed by supervisors without following the proper process as outlined in the Collective Agreement. No matter how much you like your supervisor, this should not and cannot happen. Our CA states in a Letter of Understanding Re: Workload "Should either the Board or the Union identify significant problems in workload which would initiate a review of work scheduling of an individual employee, a joint committee shall be established comprised of two (2) representatives from the Union and two (2) representatives of the Board to review the concerns." Our position is that no schedules should be changed - permanently or temporarily - unless agreed to by both parties. If schedules have been changed in your school without this happening, please contact Mark Lachowicz or Dave Winger for assistance.

**Daily Screening** – For many months now, all employees should be performing a daily screening before coming to work. The screening tool for education workers can be found here - <https://covid-19.ontario.ca/school-screening/> The screening does not have to be completed online daily, but when we returned to work in September, all employees were required to digitally sign an attestation form that stated they would perform the daily screening and do so honestly. There is also a reminder on entry doors to schools that before entering, should be looked over before entering for work. Any failure as prescribed by the screening tools should be documented in SFX accordingly or reported to Eva Kern (casuals). The screening tool is in place to keep our workplaces safe. Transmission rates of Covid are low inside schools because our members are doing our jobs in enhanced cleaning positions and after the instructional day. One of the issues we have had in multiple locations are staff members failing the daily screening and ignoring symptoms and still showing up for work, which puts other co-workers and their families at risk which is not acceptable under any circumstances.

**What Should I Be Doing On Afternoons?** - As we all know by now, earlier this week Hamilton was one of 5 'hot zones' across Ontario that the Ministry of Education has deemed not safe for students to return to in class learning until at least February 10<sup>th</sup>. Unfortunately, some members have gone to social media and made comments to supervisors stating "I'm bored" or "I don't have anything to do" or "What should I be doing for 8 hours each day?". Well, it's no big surprise that those comments have gotten back to management and you're likely to see more visits from supervisors during afternoon shifts to check and make sure people are working and getting stuff done. This is not harassment – it's part of management rights. I did have a quick conversation with Bob Avery and suggested that in the best interests of both parties that supervisors take the time (because they certainly have it right now) to walk through each of their buildings and make a suggestion list for staff to work on for the next 4 weeks while there are only a few staff and/or students in the buildings. This should alleviate any confusion on supervisor expectations for the next month and get rid of member frustration about having nothing to do.

**Afternoon Supervisor Contact** – If you haven't had the pleasure of meeting him yet, we have a new afternoon supervisor. While it's beyond me why we have 1 person covering 100 schools while 80% of our members are at work – that's the way the HWDSB has chosen to distribute their supervisors. 14 on days, 1 on afternoons. For any concerns after 4pm all members should be contacting Stephen Reed and you can reach him at 905-531-3681. I haven't met him yet, but I understand he is quite active in making rounds and visiting a number of schools each evening to check on things.

**Website and Emails** – It's no secret that there's been some minor and major issues with the company that hosts our website and looks after sending out our emails. As an Executive, we are actively looking at other options for communicating in a timely manner with all of our members as we move ahead not only through the pandemic, but further than that. Our responsibility as the local is to communicate information to members in a reliable way and in this day and age, the majority of that information will come through email. Right now, we have an email list that goes through our provider and is sent out. After talking with many members, we feel it's far easier to communicate with everyone through their own personal emails because everyone has one – maybe on GMail, Yahoo, Rogers or somewhere else. Instead of having to check another email account for local information and possibly miss something, members would rather have it sent to their personal email that they regularly check. We are asking that by the end of January that you update the office with a personal email account that we can communicate with you through. This will never be abused and your email info will never be given out to any 3<sup>rd</sup> party. Moving forward, we are asking all members (and please tell your co-workers that might not see this) to do the following:

Send an email to [officeadmin@cupe4153.ca](mailto:officeadmin@cupe4153.ca) and in the email simply put your full name and the email address you would like to receive updates at. For example, I would send an email like this:

To: [officeadmin@cupe4153.ca](mailto:officeadmin@cupe4153.ca)

Subject: Email contact

Message: Blake Corkill – [notavegan@myemail.com](mailto:notavegan@myemail.com)

And that's it – once we have your email, Janna our office administrator can update our records and we can start sending any updates or important information to that email so you can stay informed about what's going on in Local 4153. Any members that haven't provided an email contact by the end of the month will get a follow up phone call from one of our membership officers as a reminder and they will ask for that information.

**Women's Committee Resources** – One of the largest groups that have been negatively affected by Covid has been women. With traditionally lower wages and expectations of childcare and other issues, the pandemic has been especially tough on them. Our Women's Committee has developed a list of resources for our female members when they find themselves in crisis, need or in an emergency situation. I want to thank the Women's Committee for putting the list together and if any of our members ever need assistance with things even outside of work issues – please reach out to one of the Women's Committee members who will always keep your privacy and help whenever they can. I will attach the list along with this update.

Stay safe, stay healthy,

Blake Corkill

# Interval House

630 Sanatorium Road

Hamilton, On L9C7S7

(905) 387-0563

## Services we offer:

- 24 hour Crisis Line: [905-387-8881](tel:905-387-8881)
- Emergency shelter: available 24 hours a day, seven days a week that includes all meals, emergency clothing and personal needs all at no cost to the client | Emergency transportation is available to help get women access to the shelter (no fee for our services)
- Safety Planning & Threat Assessment / Risk Management
- How to find Housing
- How to gain Financial Support & Employment
- Outreach Transitional Services: An outreach counsellor can work with women living in the community who are thinking of leaving, needing support, have left and are living in the community
- Counselling Programs: (individual and / or group)
  - Women Centre of Hamilton
  - Flamborough Women's Resource Centre
- Jared's Place Legal Advocacy Services: Our legal support counsellor can assist with criminal, family and immigration, civil issues affecting abused women
- Heroes Group Resiliency Program for youth
- Education, Awareness, Research and Advocacy

## **COAST Services**

The Crisis Outreach and Support Team (COAST) is a partnership between Mental Health Workers at St. Joseph's Healthcare and specially-trained officers of the Hamilton Police Service. The program serves the residents of the City of Hamilton who have serious mental health issues and are in crisis.

**If you or someone you know is experiencing a mental health crisis in Hamilton, please call COAST.**

**[905-972-8338](tel:905-972-8338)**

**[Toll Free: 1-844-972-8338](tel:1-844-972-8338)**

## **Barrett Centre**

Barrett Centre for Crisis Support provides a safe environment in the community for individuals who experience a mental health and/or substance use crisis and who do not require a hospital stay. We serve all genders, 16 years of age or older. Our confidential and free services are available 24 hours a day, 365 days a year.

### **Services provided:**

- Telephone crisis assessment, intervention and support
- In-person crisis counselling
- Short-term crisis stabilization bed stay (including police designated Safe Beds)
- Group counselling
- Peer support drop-in group
- Contact Number: **[905.529.4343](tel:905.529.4343)**

## **OTHER SERVICES PROVIDED THROUGH HAMILTON** [View French services](#)

### [Catholic Family Services of Hamilton - Violence Against Women Counselling](#)

460 Main St E, Unit 404, Hamilton, ON L8N 1K4 905-527-3823

### [Catholic Family Services of Hamilton - Violence Against Women Counselling - Children's Counselling](#)

460 Main St E, Unit 404, Hamilton, ON L8N 1K4 905-527-

### [Catholic Family Services of Hamilton - Violence Against Women Counselling - Learning Effective Anti-Violence in Families \(LEAF\)](#)

460 Main St E, Unit 404, Hamilton, ON L8N 1K4 905-527-3823

### [Catholic Family Services of Hamilton - Violence Against Women Counselling - Women's Abuse Program](#)

460 Main St E, Unit 404, Hamilton, ON L8N 1K4 905-527-3823

### [Good Shepherd Centres - Martha House](#)

25 Ray St N, Hamilton, ON L8R 2Y8 905-523-8895

### [Good Shepherd Centres - Women's Services - Transitional Housing and Support Program](#)

400 King St W, PO Box 1003, Hamilton, ON L8N 3R1 905-528-5877

### [Hamilton \(City of\) - Hamilton Police Service - Domestic Violence Unit](#)

155 King William St, Hamilton, ON L8R 1A7 905-546-3852  
905-546-3853

### [Hamilton Health Sciences - Hamilton General Hospital - Sexual Assault/Domestic Violence Care Centre](#)

237 Barton St E, Hamilton, ON L8L 2X2 905-521-2100 ext 73557

### [Hamilton Health Sciences - McMaster Children's Hospital - Sexual Assault and Domestic Violence Care Centre](#)

1200 Main St W, Hamilton, ON L8N 3Z5 905-521-2100 ext 73557

### [Interval House of Hamilton](#)

630 Sanatorium Rd, Hamilton, ON L9C 7S7 905-387-9959

### [Interval House of Hamilton - Flamborough Women's Resource Centre](#)

17 Main St S, PO Box 1499, Waterdown, ON L0R 2H0 289-895-8580

### [Interval House of Hamilton - Transitional Support Worker Program](#)

100 Main St E, Unit 205, Hamilton, ON L8N 3W4 905-522-0127

[Interval House of Hamilton - Women's Centre of Hamilton - Jared's Place Legal Advocacy and Resource Centre](#)

100 Main St E, Suite 205, Hamilton, ON L8N 3W4 905-522-0127 ext 207

[Mission Services of Hamilton - Inasmuch House - Violence Against Women Shelter](#)

196 Wentworth St N, PO Box 368, Hamilton, ON L8L 7W2 905-529-8149

[Native Women's Centre - Transitional Housing and Support Program](#)

1900 King St E, PO Box 69036, Hamilton, ON L8K 1W0 905-664-1114

[Sexual Assault Centre Hamilton Area - Counselling](#)

75 MacNab St S, 3rd Fl, Hamilton, ON L8P 3C1 905-525-4573

[Thrive Child and Youth Trauma Services - Sexual Abuse Assessment and Treatment Program \(SAAT\)](#)

460 Main St E, Suite 201, Hamilton, ON L8L 8G1 Program: 905-523-1020 ext 219

Contact Hamilton (English): 905-570-8888

Contact Hamilton (French): 905-522-3304

**These services are located outside of Hamilton, but provide service to Hamilton.**

[Abuse Hurts/Canadian Centre for Abuse Awareness](#)

120 Harry Walker Pkwy N, Newmarket, ON L3Y 7B2 905-727-4357 (905-727-HELP)

[Assaulted Women's Helpline](#)

Six Points Plaza, PO Box 40569, Etobicoke, ON M9B 6K8 Helpline in GTA: 416-863-0511

Administration: 416-364-4144

[Ontario Association of Interval and Transition Houses](#)

PO Box 27585, Yorkdale Mall, Toronto, ON M6A 3B8 416-977-6619

[Talk4Healing - Telephone Helpline and On-line Chat Counselling Services](#)

Thunder Bay, ON 1-855-554-4325 (1-855-554-HEAL) Add to Clipboard