



Update for February 5th, 2021

Let's get a few quick reminders out of the way first this week:

Wellness Documentation – When you have medical info for the Wellness team at the HWDSB, it is only for Wellness Team members to see and be aware of. Your supervisor is NOT entitled to know any of your medical information so please do not share that with them. When sending in FAF forms, they should be scanned and emailed to esw@hwdsb.on.ca or faxed directly to 905-527-1488

4153 Communications – Our plan is to have a new system in place by the end of February for all communications from the Local to our members. This will include sending all emails to your personal email addresses to make it easier for you to check and stay up to date, a new website for all to see and a new way of having our monthly meetings and any other special meetings we need to have for any reason. If you're familiar with the Zoom meeting software – you'll be all good to go. You can download Zoom to your smartphone or personal computer to get ready ahead of time. Pat Amatangelo, one of our Membership Officers has started making calls this week to members who don't have a personal email address on record with our office. **If you haven't provided an email where you want info to be sent – take 30 seconds and send an email to the office with your full name and the email address you want to use for all communications. And please encourage all your co-workers to do the same!**

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. At the end of this update, you'll find our new contact sheet for Executive, Stewards, Health & Safety and our office info. Please print and post a copy of this in your caretaking office to go along with the Collective Agreements that have been or will be delivered by your Area Supervisor.**

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

"Enhanced" Screening – Well, just so that some hot air filled blowbag at Queen's Park can stand in front of a microphone and say "we have enhanced the screening in schools across Ontario" - very soon you'll have to verify to the HWDSB that you have done your daily screening before starting work. Basically, the 'enhancement' is clicking a box that says you've done your screening. That's it. Personally, I think this new step is ridiculous and I'm sure you will too – but it's important to note that this isn't an HWDSB choice – this has been handed down by the Ministry to school boards. **So what this will look like for us is that you'll have to complete the Ontario School online screening tool BEFORE coming to work and verify that you've done that prior to coming to work.**

School-Based Staff Screening

- Staff must complete the provincial screen at home <https://covid-19.ontario.ca/schoolscreening/>
- Upon completion of the screen, staff are to log into the Employee Web Portal > Forms and will see the following: Please use the provincial screening tool <https://covid-19.ontario.ca/schoolscreening/> and **confirm that you've passed your screening each morning before arriving at work** by answering the following question:
- The screening tool confirms that I may go to work today (yes/no)

If you answer No and have failed the screen. Please use CODE 80 in SFX to log your absence. • A shortcut to both the screening tool and the Employee Form will be available on the front page of the intranet. Staff may consider saving a link to their device for convenience.

• Principals will access a report in the Employee Web Portal each morning which will show all staff assigned to the school who have indicated that they failed the screen or have not submitted a screen that morning. Principals are asked to follow up immediately. Staff can review a paper screen and provide results through a direct means of communication to the principal before the start of the school day e.g. paper form, email, text, verbal, phone or any other means agreed upon with the principal

• **Staff who do not have access to technology should keep a paper copy of the screen at home and communicate the results to the principal each morning before or upon arrival to work.**

• Staff with Before and After School Programs or childcare will continue to follow the screening process outlined by their organization.

Afternoon Supervisor Issues - There's been a few calls to Exec and Stewards about how the new afternoon supervisor has been coming around to schools. There's been stories of not announcing himself when he comes in – by way of yelling 'hello' or jingling keys or any other way of letting people know there's someone else in the building when it's after hours and nobody is expected to be there but our members. If you encounter anything like this, please let one of the stewards or Exec know right away. Our expectation is that if anyone is entering buildings after hours while our members are working that they would announce themselves and not try and walk quietly through the building which could cause a very negative effect – either someone being startled so bad that they have an accident or health issue – or risk personal injury to themselves. This did happen to me years ago at a well water school with a brand new supervisor who almost wound up with a pair of bolt cutters swung at them because I was working along and heard footsteps in the hallway coming my way. It's not acceptable and shouldn't be happening. It's part of the afternoon supervisor's job to make the rounds and check up on things – but there's a proper way to do it.

Postings Will Continue – I did hear from the employer about postings and they did decide to continue with postings as usual, which is what we had asked for. Anyone currently posted to a school that is closing will receive a letter from the employer reminding them that their school is closing in June and to attempt to post out before then to avoid the deployment process.

What's in the Collective Agreement? - Well, this week, let's look at one little but very important piece of the CA that deals with Health and Safety.....

11.07 - No employee shall be required to operate any newly introduced Board approved equipment until the employee has received training or instruction on the operation of that equipment.

As a member of the Health and Safety Committee and former Certified Member of the Joint Health and Safety Committee for the HWDSB, it's easy for me to say that the health and safety of all our members is important to our local. But how does that translate into safety on the job, in our buildings for our members? Training and proper instruction is where it starts for us. While the clause mentions 'newly introduced' equipment – it would also cover equipment that is new to any employee – particularly casuals. With the Covid world we're in now – hands on training has been replaced by videos and online meetings. This should not and cannot take the place of hands on training with equipment such as floor machines, swing machines, etc. It is not and will not be part of our members duties to train or instruct anyone on board equipment - that is the employer's responsibility as per the Occupational Health and Safety Act. It is management's responsibility (through a supervisor) to ensure that an employee is properly trained on use of any equipment. That does not fall to our members for a variety of reasons – most important being liability. If you are unsure about how to operate any equipment (floor machine, swing machine, chemical dispenser, etc) – your request for assistance should be to your supervisor.

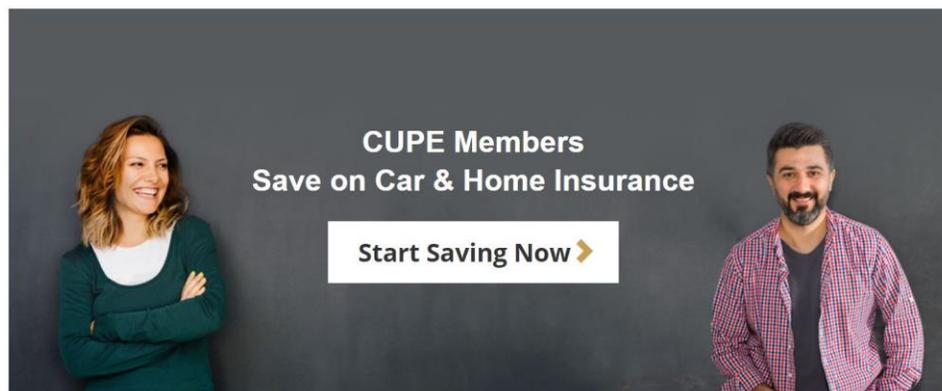
Return to In School Learning – Monday will mark the return to in school learning in Hamilton. I'll leave my comments about the decision making process of Slimey Stephen and Do Little Doug to your imagination, but a day before announcing the return, Lecce was quoted as saying "there was no decision on reopening the rest of Ontario schools to in-person learning". And people wonder why there's zero trust in this government. The morning of the announcement, leaks were already surfacing from news outlets that Hamilton would return on February 8th. So I guess we are to believe that magically overnight they gathered all the data and forecasting models with health professionals and arrived at a decision? Smells like something that came out of the south end of north bound horse to me. But, here we are – kids back in school on Monday. Our jobs stay the same. It's our members keeping staff and students safe with disinfecting and cleaning. It's our members making sure the schools are heated and comfortable for learning. It's our members clearing snow and ice so that it's safe for staff, students and community members to come and go across our properties. We know what we contribute to HWDSB schools operating safely for everyone, and nobody can take that away from us.

OTIP Info – As one of our partners in many things – administering our benefits program, offering deals on home and auto insurance for education workers, retirement benefits for members – we promote things for OTIP (Ontario Teachers Insurance Plan). It helps us if you take a minute or two and click on the links below and if you're interested – make use of their services!

Retirement with RTIP – OTIP offers free retirement resources to all members including support staff – to find out when the next seminars are – visit <http://OTIP.com/plan-with-RTIP>

Edvantage – Education workers are eligible for savings on a number of things – renovations, trips, spa days, phone bills, etc. - all through the Edvantage Program through OTIP – check out <http://Edvantage.ca/save-today>

Insurance – When your renewal for your home or auto insurance comes up – you should take the time to get a quote from OTIP on your policies. When I switched over to OTIP a few years ago, it saved me almost \$700 the first year, and when I got my renewal back in November, it dropped a further \$15 a month. Savings are savings and it's better in my pocket than someone else's right? Check out <https://www.otipinsurance.com/cupe4153>



Proudly meeting the insurance needs of CUPE members

OSBCU Political Action Committee - I received an email from Laura Walton, President of OSBCU yesterday about openings for the Political Action Committee. I know it seems far away, but this time next year, we will be in the opening days of a provincial election and the best way to effect change to better our members, funding for education and increased input into situations at the local board level is through political avenues. Who we elect for school board trustees, municipal government and provincial MPP's matters. If you are interested in working on behalf of our local with OSBCU to make changes, talk to trustees – please see the letter from Laura and application form at the end of this update. Applications are due on Monday, February 8th so you have the weekend to consider it. Applications do need to go through myself, so if you want to apply – please email me at bcorkill@hwdsb.on.ca over the weekend and give me all the information required on the application and I can forward it on to OSBCU, or just fill out the application, take a picture and email it to me and I'll sign it and pass it along.

Super Bowl – It's a magical weekend for NFL fans. Yes, this year will be quite different. I won't be at Squire's for their annual party and will instead be on my couch with some kind of snack, cheering for the Chiefs to make it two in a row and keeping an eye on the two pools I'm in to see if I've won anything or not. Even if you don't follow football – why not have a little party for your household, pick teams, make some snack foods or order out from a local restaurant that could use the business? Mix things up this weekend, even though most things are still closed and there's not much to do – make it fun anyways. Even my mom gets involved and even though I analyze stats and averages to make my predictions – she picks based on team colors and usually still beats me.

Here's a couple recipes to get you thinking about what you could munch on during the game!

<https://www.allrecipes.com/recipe/20664/easy-nacho-dip/>

<https://www.today.com/recipes/slow-cooker-chicken-chili-t70416>

<https://www.today.com/recipes/football-cupcakes-recipe-t107581>

Cheers,

Blake

ELECTED OFFICIALS ~ JUNE 25, 2020

Term: June, 2020 – June, 2022:

EXECUTIVE COMMITTEE

President	Blake Corkill	Memorial City	Days	289-527-3019
1 st Vice-President	Dave Winger	R.A. Riddell	Afternoons	905-518-7091
2 nd Vice-President	Mark Lachowicz	R.A. Riddell	Afternoons	905-308-5090
Recording Secretary	Darlene Barrick	A.M. Cunningham	Days	289-237-8505
Secretary-Treasurer	Patrick Cumbo	Maintenance	Days	905-518-7094
Chief Steward	Peter Bowker	Norwood Park	Days	905-518-7089
Membership Officer	Pat Amatangelo	Rousseau	Days	905-518-7963
Membership Officer	Geoff Thompson	Rosedale	Days	905-518-7024

TRUSTEES

1 Year Trustee	Flora Di Carlo	A.M.Cunningham	Afternoons	905-518-7049
2 Year Trustee	Shelley Livingston	MacNab	Days	289-244-6864
3 Year Trustee	Marilyn MacAloney	Dundas Valley	Afternoons	289-442-7587

SHOP STEWARDS

Shop Steward	Danny Catanyag	Waterdown	Days	289-237-8716
Shop Steward	Flora DiCarlo	A.M. Cunningham	Afternoons	905-518-7049
Shop Steward	Dave Dickhout	Maintenance	Days	905-518-7064
Shop Steward	Darren Kerr	Maintenance	Days	289-237-7249
Shop Steward	Mark Lachowicz	R.A. Riddell	Afternoons	905-308-5090
Shop Steward	Shelley Livingston	MacNab	Afternoons	289-244-6864
Shop Steward	Michelle Madley	Balaclava	Days	905-518-5449
Shop Steward	John Thompson	R.A. Riddell	Days	289-442-1052
Shop Steward	Doug Thornberry	Maintenance	Days	289-237-5672
Shop Steward	Dave Wardell	Buchanan Park	Days	905-518-7031



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February 1, 2021

To: Affiliated Members of the OSBCU

We can all agree that we are living through unprecedented times. The past two years have seen extraordinary events – a tough round of bargaining, a global pandemic, a shutdown of schools, a reopening of schools and again another wave of the pandemic. The key to the achievements made in our sector can be fully attributed to the mobilization of members on key issues.

The OSBCU believes that grassroots organization and political action are key to gains that we need to make, both in the current context of working and living in a pandemic and as we prepare to bargain in 2022. To that end we are thrilled to announce the launch of the OSBCU Political Action Group.

We are currently looking for one (1) member per local, to receive training and be part of our regional efforts. Activities in this group may include any or all of:

- Working with Area Mobilization Officers;
- Meeting with Local Politicians (school board trustees, municipal politicians, local Member of Provincial Parliament and local Member of Parliament);
- Supporting locals with media;
- Outreach to members;
- Working with local executive to incorporate Political Action into local strategic plan;
- Available for book off if required;
- Available to volunteer on evenings and weekends

An application for Group is attached. Applications must be received by February 8th, 2021 and must be endorsed by your local president.

We look forward to including you on this new initiative.

President, OSBCU



OSBCU • CSCSO
CUPE • SCFP



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Political Action Training Application

Name:

Local:

Email:

Phone Number:

Francophone? Yes No

Please select the date that you are able to attend (note: space is limited)

- February 22, 2021 10:00am-4:00pm
- February 25, 2021 10:00am-4:00pm
- March 8, 2021 10:00am-4:00pm
- March 9, 2021 10:00am-4:00pm
- March 11, 2021 10:00am-4:00pm

Share why you are interested in participating with this political action training:

By signing below, you agree to the following:

- - Your local is an affiliate of the Ontario School Board Council of Unions
- - You are able to attend the virtual meeting that you have selected
- - You have the endorsement of your local president

Member signature:

President Signature:

OSBCU
80 Commerce Valley Drive, Markham, ON
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kw/cope491
