



### Update for March 5th, 2021

This week, you all get a break from me talking about stuff and get to hear from some different people. My week was so stacked up that I knew I wasn't going to have time to prepare an update so I asked the Executive to come up with a few things and pass the torch for the week.....so with that being said.....let's see what they have to say!

**New Website** – With Spring on the way, what better way to celebrate than with a new CUPE 4153 website!! A motion was passed at the February GMM to terminate the business relationship with the current website and email provider, Union Strategies. The "old" website is now RIP. If you didn't have time to transfer any emails from the previous site, we are working on getting access to them – a further update will be provided when we have more information. The new website is user friendly and will work efficiently whether on an Apple phone, Android phone, or a desktop/laptop. We will be able to produce instant updates so everyone is kept up to speed in a timely manner. So without further ado, we would like to introduce you to your new website:

[www.cupe4153.ca](http://www.cupe4153.ca)

**Salting Playgrounds** – The recent weather cycle of freeze/thaw has prompted questions about our salting responsibilities as they are outlined in the Board's Snow Removal Infographic

<http://www.hwdsb.on.ca/wp-content/uploads/2017/12/Snow-clearing-Infographic.pdf>

The responsibility in question from the infographic is this: "Playgrounds are not plowed or cleared. Head Caretakers inspect playgrounds and sand and/or salt areas made slippery by changing temperatures." An email was sent to Bob Avery, Manager Facilities Operation Maintenance Services requesting clarification about "sand and/or salt areas made slippery by changing temperatures". Here is the clarification the Union received, and it is a word for word quote:

"The expectation for caretaking in reference to salting/ sanding playgrounds is that when required the caretaker will spot salt an area roughly 6 feet around.

In certain situations there may be multiple areas in front of doors or along paths that require attention. The intent is not to melt all of the ice on the playground. Examples of spot salting would be small areas of ice that

form from melt off or other water run offs. All FOS have been informed that we will only be spot salting and the criteria for spot salting.

If any caretaking staff have questions or concerns regarding salting or snow removal please have them contact their FOS.

Thank you.”

As is stated in the clarification – “The intent is not to melt all of the ice on the playground”...if you are approached by any school staff, including the Principal, do not feel bullied, coerced, or guilted into doing any more than the Board’s expectation. If you feel uncomfortable handling the situation, contact your FOS and get them to talk with the Principal...but most importantly, call a Steward or Executive to help you – that is what we are here for – no one should feel intimidated to do MORE than what the job expectation is...make that call for help!! Website and Playground updates submitted by Brother Geoff Thompson

**Health & Safety** – A reminder for the following:

Face Masks (PPE): When we are at work please replace your personal face mask with the Board supplied face mask at your location. We are to wear the medical grade face masks (PPE) provided by the Board, we can’t wear our own.

Plexiglass partitions: There has been some discussion as to what our responsibility is when it comes to cleaning plexiglass. We are aware of the confusion and are actively seeking clarification from the Board. Once we have a decision, we will communicate the information to you ASAP.

If there are any other issues, please feel free to call 289-244-4623.

From Kathleen Powell, Chair/Core Rep. H&S Committee

**New Wellness Information** – Below is the newest HWDSB contact information on who to contact when you have a wellness issue.

If you have any questions please feel free to call anyone of our CUPE Wellness Team.

Patrick Cumbo: 905-518-7094

Dave Dickhout: 905-518-7064

Flora DiCarlo: 905-518-7049

From Brother Patrick Cumbo

## Employee Support and Wellness - At-a-Glance (Mar 1, 2021)

If you require support, accommodations or will be absent from work due to illness or injury please contact your dedicated support as outlined below:

<b>Workplace Accidents (WSIB) Support – all employees</b>	
<b>Specialist, Catharine MacDonald</b> Email: <a href="mailto:cemacdon@hwdsb.on.ca">cemacdon@hwdsb.on.ca</a> Phone: 905.527.5092 extension 2383	
<b>Sick Leave, Return to Work and Accommodations – all union groups by employee last name</b>	
<b>Specialist, Donna MacDonald</b> Employee last name A - F Email: <a href="mailto:dmmacdon@hwdsb.on.ca">dmmacdon@hwdsb.on.ca</a> Phone: 905.527.5092 extension 2116	<b>Specialist, Corinna Ridgeway (Acting)</b> Employee last name G-M Email: <a href="mailto:cridgewa@hwdsb.on.ca">cridgewa@hwdsb.on.ca</a> Phone: 905.527.5092 extension 2162
<b>Specialist, Nichola Robertson</b> Employee last name: N-Z Email: <a href="mailto:nroberts@hwdsb.on.ca">nroberts@hwdsb.on.ca</a> Phone: 905.527.5092 extension 2248	
<b>Sick Leave, Return to Work and Accommodations – union exempt employees and long term absence support</b>	
<b>Specialist, Lucy DeMartino</b> Union exempt employees, sick leave, accommodation and return to work. LTD Return to work and long-term absence support Email: <a href="mailto:ldemarti@hwdsb.on.ca">ldemarti@hwdsb.on.ca</a> Phone: 905.527.5092 extension 2412	
<b>COVID Absence Support</b>	
<b>Specialist, Kelly Stewart</b> Covid Absence Support Email: <a href="mailto:kestewar@hwdsb.on.ca">kestewar@hwdsb.on.ca</a> Phone: 905.527.5092 extension 2040	
<b>Employee Support and Attendance Management</b>	
<b>Employee Support and Wellness Officer, Bailey Seward</b> Email: <a href="mailto:bseward@hwdsb.on.ca">bseward@hwdsb.on.ca</a> Phone: 905.527.5092 extension 2825	
<b>Manager, Employee Support and Wellness</b>	
<b>Manager, Lori Steacy</b> Email: <a href="mailto:lsteacy@hwdsb.on.ca">lsteacy@hwdsb.on.ca</a> Phone: 905.527.5092 extension 2801	

Please submit completed functional abilities forms directly to Employee Support and Wellness. With your consent, your health care professional may submit completed forms directly.

Confidential Fax 905-527-1488

Confidential email [esw@hwdsb.on.ca](mailto:esw@hwdsb.on.ca)