



### **Update for April 23rd, 2021**

Not a huge update this week, but some important stuff that's on everyone's mind, so let's dig right into it while you try and think of who the plumber up top looks most like on our maintenance team! LOL

**April Membership Meeting and Special Meeting May 2nd** – On Sunday, we have our monthly membership meeting on the Zoom meeting platform starting at 9:30am. In addition to our regular union business we will be presenting information on the timelines for the upcoming elections for various union positions, the Trustees Audit for 2020 as well information on the Strike Defence Fund for members to consider. There will be no questions or comments on the information shared regarding the Strike Defence Fund this week, it is for information purposes only. You can join the meeting this Sunday by following the link from the announcement on our website found here: <https://cupe4153.ca/wp-content/uploads/sites/97/2021/03/GMM-ZOOM-Call-Notice-April2021.pdf>

The Executive have called a virtual Special Membership Meeting for Sunday, May 2<sup>nd</sup> to share the information on the Strike Defence Fund for a second time and engage in discussion as well as answer questions about the proposal. The Special Membership Meeting will be at 10am on May 2<sup>nd</sup> and a link to join the meeting will be shared at the end of next week. It is important to be part of these meetings, be part of the discussions and understand the issues. There will be a vote to approve or reject the proposal on the same day, following our online voting past practices.

**Employee Assistance Program** – Very important for all our members to be aware that help is available and no problems anyone is facing right now are too big or small to talk about with a professional. The EAP information will continue to stay attached to the weekly update for quick reference. The service is for all HWDSB employees (permanent and casual) and is totally anonymous and provided by a 3<sup>rd</sup> party.

**Being Safe at Work** – It all starts with your daily screening. Be honest about how you're feeling physically. If you feel like a bag of dirt – don't come to work and put your co-workers at risk. If you pass your screening and are at work – be sure and wear your mask at all times except when eating or drinking. You should never be closer than 6ft from a co-worker for an extended period of time. Don't crowd together at lunch or dinner breaks – consider setting up tables in an open space (library or gym) and space them well apart if you're close with your co-workers and still want to talk and eat together on your breaks. I don't want to get any more notifications of member to member transmission and outbreaks – there's no reason for it to be happening. You can find the education screening tool online and/or print off a copy to go through the questions before coming to work each day. <https://covid-19.ontario.ca/school-screening/>

**Who's Eligible for Vaccinations?** - Just about two weeks ago, some members received an email from the employer telling them they were now eligible to be vaccinated due to working with special needs students. I can tell you that only members holding permanent caretaking positions were sent the letter. Within a couple hours of receiving the letter, myself and other Exec members started receiving calls, messages and emails about why some members didn't receive the same letter. I did email Cindy Francis on April 12<sup>th</sup> asking about eligibility for members and who I should be talking to about that. On April 18<sup>th</sup> I received a reply stating that all inquiries from members should be directed to [humanresources@hwdsb.on.ca](mailto:humanresources@hwdsb.on.ca) and members would receive a response within 24 business hours (3 days). So, I have no information on why certain members were excluded from receiving an email and all inquiries need to come from individuals. I can tell you that there were no criteria set out by the Ministry of Education across the province and individual boards seem to be able to designate who they thought should be eligible. For instance, caretaking staff at the Catholic Board here in town were not deemed eligible at all. Kindergarten teachers from our own board were not deemed eligible. I have no idea if boards could designate a certain percentage of their employees or how they arrived at their decision. I know Patrick Cumbo has emailed HR and asked those questions as our maintenance workers were not deemed eligible and as of when I'm writing this – he has not received a reply to his questions. I wish I had more information for everyone, but at this time I don't.

**Wellness Reps Update** – Moving forward, we're making some changes to how we split up the work of representing members involved with the Wellness Team for return to work issues, work accommodations & modifications. Patrick Cumbo is the lead for the local and will be assisted by Dave Dickhout and Flora DiCarlo. They will have regular meetings together to make sure all procedures and practices are being followed for all members and any accommodation plans are done properly. Members will be assigned a rep based on their last name as follows:

Dave Dickhout – last names A through I / Flora DiCarlo – last names J through R

Patrick Cumbo – last names S through Z

**Attendance Management Meetings** – The employer has an attendance management program in place for a few years now – commonly referred to as the AMP. The program can be found on the board website here - <https://www.hwdsb.on.ca/wp-content/uploads/2019/12/FINAL-PROCEDURE-Employee-Support-and-Attendance-Management-FORMATED-JUNE-7.pdf> While myself and other union presidents have repeatedly asked the board to suspend the program during the pandemic – they have chosen not to. When an employee has 9 absences not covered by medical documentation over the course of a rolling 12 month period, they enter Phase One of the program. When that happens you will receive a letter stating that you're in the program and your absences will be monitored for the next 3 months. If absences improve, you drop out of the program. If they don't, you move on to Phase Two and have a meeting with the employer to discuss what's going on and if there's anything they can do to support you. I've assigned Brothers Pat Amatangelo and Mark Lachowicz to represent members in these meetings to make sure everything is being done to support our members.

Pat Amatangelo – representing last names A – L

Mark Lachowicz – representing last names M - Z

**Who To Contact** - To help you get the information you're looking for and to speed up the process a bit, here's a quick list of who to contact for certain things -

Grievances, Disciplines and Investigations – Peter Bowker, Chief Steward

Member to Member Conflicts – Darlene Barrick

Wellness and Return to Work – Patrick Cumbo

Kathleen Powell – Health and Safety Issues

Scheduling and Workload Issues – Mark Lachowicz and Dave Winger

Melanie Kivell or Brenda Maxwell (both are in HR at HWDSB) - all issues with postings and successful applicants – email them with your concerns and if there is no response within a few days, contact a steward

Retirements – Dave Dickhout

Attendance Management Meetings (Phase 2 and beyond) - Mark Lachowicz and Pat Amatangelo

All benefits coverage and eligibility issues should be directed to OTIP or Canada Life directly. Contact numbers for them can be found at [www.cupe-ewbt.ca](http://www.cupe-ewbt.ca)

Payroll issues should be directed to your supervisor and Jamie Peters in the HWDSB payroll department. This would include not being paid, being paid the wrong amount, etc.

Any general questions can be directed to one of our stewards who are happy to help out. If they're not sure of the answer right away, they will get the answer for you as soon as possible and get back in touch with you. It's important to be very honest when describing a situation you want an answer for – as leaving out certain details can drastically change the answer in the future.

You can find a full list of all union positions on our CUPE 4153 website under the "About Us" tab.

The Executive, Trustees and Stewards list can be found here:

<https://cupe4153.ca/wp-content/uploads/sites/97/2021/03/2020-2022-Officer-List.pdf>

The list of all other Committees can be found here:

<https://cupe4153.ca/wp-content/uploads/sites/97/2021/03/2020-2022-Committee-List-JUNE-2020.pdf>

Please print off copies of these for your caretaking office for quick reference.

**Building Coverages & Casuals At Home :** Under our collective agreement, coverage for permanent positions needs to be provided on day one of absence provided there is someone available. If you are short a permanent position in your school or as a casual you're told there's no work available for you – please contact Mark Lachowicz at 905-308-5090. We are trying to keep track of coverages and making sure if someone is not covered that all the casuals are already working and there really is nobody available. So far, that has been the case and we want to keep it that way. What we won't be accepting is positions not being covered and casuals at home being told there's no work available. If you fail your screening or are using a sick day – please try and log your absence in SFX early enough to allow time for the employer to contact someone to cover your shift.

That's it for this week – hopefully you can log in to the meeting on Sunday and get caught up on everything that's happening in the local. It's frustrating not being able to meet physically and see people's faces and give your friends a good handshake or hug. But, hopefully it won't be too many more months until we can make that happen again and not have to use the Zoom meetings every month. Zoom has its advantages (not having to get up and get ready and go anywhere on a Sunday) but it also has its drawbacks as well.

Keep yourself safe, stay healthy and if you or someone in your family is struggling – please make use of the LifeWorks program or reach out to one of our stewards, health and safety reps or executive members. Mental health issues are no different than physical injuries and we will do all we can to assist you with whatever it is you're going through. We are all in this together.

Cheers,

Blake



# Welcome to LifeWorks

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Download the app now, just search for "LifeWorks"



LifeWorks offers support with mental, financial, physical and emotional well-being.

Whether you have questions about handling stress at work and home, parenting and child care, managing money, or health issues, you can turn to LifeWorks for a confidential service that you can trust.

Life	Family	Health	Work	Money
<ul style="list-style-type: none"> <li>• Retirement</li> <li>• Midlife</li> <li>• Student life</li> <li>• Legal</li> <li>• Relationships</li> <li>• Disabilities</li> <li>• Crisis</li> <li>• Personal issues</li> </ul>	<ul style="list-style-type: none"> <li>• Parenting</li> <li>• Couples</li> <li>• Separation/divorce</li> <li>• Older relatives</li> <li>• Adoption</li> <li>• Death/loss</li> <li>• Child care</li> <li>• Education</li> </ul>	<ul style="list-style-type: none"> <li>• Mental health</li> <li>• Addictions</li> <li>• Fitness</li> <li>• Managing stress</li> <li>• Nutrition</li> <li>• Sleep</li> <li>• Smoking cessation</li> <li>• Alternative health</li> </ul>	<ul style="list-style-type: none"> <li>• Time management</li> <li>• Career development</li> <li>• Work relationships</li> <li>• Work stress</li> <li>• Managing people</li> <li>• Shift work</li> <li>• Coping with change</li> <li>• Communication</li> </ul>	<ul style="list-style-type: none"> <li>• Saving</li> <li>• Investing</li> <li>• Budgeting</li> <li>• Managing debt</li> <li>• Home buying</li> <li>• Renting</li> <li>• Estate planning</li> <li>• Bankruptcy</li> </ul>

Contact us any time you need help with any of life's concerns.

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TTY

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