



In case you missed the meeting yesterday.....May 17th, 2021

Just a few things members should be aware of that were discussed at the Zoom members meeting yesterday morning.....

Details for Lina Lagreca – As we announced last week, one of our long time members from Sir William Osler, Lina Lagreca passed away suddenly. We had a moment of silence for her at the start of our meeting yesterday and we are passing along the following details from her family. A service for Lina will be held on Wednesday at Friscolanti Funeral Home on Barton St. Due to Covid restrictions, service will be for family only and we are sharing in case anyone wanted to send an arrangement. Please don't include anything with yellow carnations as Lina was NOT a fan of yellow carnations.

Afternoon Hours – We shared the info we have from our staff relations meeting last week about the afternoon hours. We decided not to have to have everyone vote on a letter of agreement, but rather encourage the employer to use the provision in Appendix A about when students or staff aren't in buildings. So, this Thursday there will be an email from Bob Avery about hours for next week. Supervisors will be visiting buildings to see what hours are needed to be covered and making sure there is a schedule in place for those hours, similar to a PD day. Members wanting to work earlier hours should be able to, depending on coverage needed. Members wishing to remain on a later shift should be able to with no problems at all. We all realize that due to family obligations or other job duties that everyone's situation is different. Each week until there's an announcement about remote learning from the Ministry of Education, the same email will be sent to everyone.

Bylaws - We will be having a special meeting to deal with bylaw changes in a few weeks. The bylaw changes will be emailed to everyone about a week ahead of time for you to look them over and approval of the bylaws will be done during the special meeting. We need to do them during a special meeting due to the limitations on approving issues in the Zoom platform because we aren't able to meet in person currently.

No Elections Needed - I wanted to welcome (and welcome back) new additions to the Local 4153 team. Nominations for open positions were taken and it turns out we don't have to have an election as all positions were acclaimed. Please help me in welcoming the following members to their new positions.

Laurie Penner – Bylaw Committee

Robert Desperak – 1 year Trustee

Shelley Livingstone – 2 year Trustee

Wellness Reps Update – We have made 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

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

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.

Cheers,

Blake