



When the new co-worker shows up with all their new ideas & is super excited to be there



Members Update for September 10th, 2021

Vaccine Disclosure and Rapid Testing – All local union presidents for the HWDSB had a meeting with HR yesterday morning to discuss the rapid testing plans for staff members who have a vaccination exemption or simply don't want to be vaccinated. Either way, unless a staff member has an exemption for testing – all staff who are not fully vaccinated will have to supply rapid testing results at regular intervals (likely 2x every 7 days) in order to be in the workplace.

At the conclusion of the meeting, a number of presidents were very disappointed with the plans the HWDSB has for people seeking a medical exemption for being vaccinated. Let me be very clear about this – it makes NO difference if you are seeking a medical or religious exemption for being vaccinated OR simply don't want to be vaccinated – all those funnel down to the same result – rapid testing being mandatory. The board plans to use a 3rd party company to verify your medical exemption by consulting with your doctor. This is supposed to be used only in extreme circumstances. So, for that reason alone and all the hoops and forms that need to be filled out – if you are looking for an exemption to being vaccinated – just check the box that says you don't want to be vaccinated, watch a 20 minute educational video from the government and do your rapid testing. A much easier and far less frustrating path than the medical one.

IF you have a medical or religious exemption for vaccination AND the rapid testing – that is completely different and needs to be pursued and documented with the Wellness team at the board. Accommodations would need to be looked at if someone has a medical/religious exemption for being tested (and to be honest I'm not even aware of what that would qualify for that type of exemption).

Testing kits arrived at the Ed Center on Wednesday afternoon, where they will stay in storage until further notice. The HWDSB board meeting will be discussing this issue on Monday night if you want to listen in on YouTube. Once we get a look at the test kits and see what they consist of, we may have some opinions on that issue as well. Stay tuned and we'll keep you as up to date as possible.

OSBCU & Medical Surveillance Programs - I'm going to include a memo sent out yesterday by OSBCU after a number of locals (ours included) have had questions about a piece in the Occupational Health and Safety Act (green book) about medical surveillance programs and a worker's right to decline to be included in them as part of the vaccination/testing issues we're all going through right now. Spoiler Alert – the provision in the green book doesn't apply in the case of Covid issues.

CUPE Ontario Vaccination Town Hall Zoom Call – On Monday night, all CUPE members across Ontario are invited to be part of a Zoom call that will focus on aspects of the vaccination policies, mandatory testing, etc. I won't be able to attend (my arm will be in a cast....you'll understand below) but I strongly encourage everyone with any concerns or questions on these issues to be part of that call – even just to listen in while you're at work on your phone. The Town Hall will be hosted by Fred Hahn and Candace Rennick from CUPE Ontario, Paul Sylvestre from CUPE National Health and Safety, as well as a doctor and a few lawyers. You must pre-register for the Town Hall by clicking on the following link:

[CUPE Town Hall Register Here!](#)

Who To Contact in HR / Wellness – Over the summer, there were a number of staffing changes in the Human Resources Dept and the Wellness Team. A new list of who to contact in each department is attached with this update for your information.

Thank you, thank you, thank you – Some of you may have seen the press release that was issued on Tuesday morning by CUPE National concerning the lack of touchpoint cleaning in HWDSB schools this year as a result of the cuts made when the budget was approved back in June. On Wednesday morning I was invited to speak about the issue on 900 CHML morning show. I thought it went well even though I was as nervous as a long tailed cat in the middle of a room full of rocking chairs. Some of you took the time to reach out and thank me for doing the interview and how good it was and I want to thank you for taking the time to do that. There's so many things going wrong and frustrating all of us right now – to hear some encouragement was a welcome break from the crap. I may get to be the face and mouth of our Local in certain matters, but we are all in this together and need to stick together to make it through.

Lastly, I'm away next week so Mark Lachowicz and Dave Winger will be looking after things for me. I will be up in Marten River on a fishing trip (my arm in a 'cast') for the week as my club had to reschedule a trip from early June when everything was closed. And yes, I'm that geeky that I'm part of a fishing club. LOL. Please be safe and be nice to each other and I'm sure I'll have lots to catch up on when I get back home. Who knows – maybe the HWDSB Trustees will have some discussion and put a motion forward at their meeting Monday night to provide more funding for proper enhanced cleaning positions – wouldn't that be nice. We can still dream, right?!?!

Blake



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MEMORANDUM

To: CUPE School Board Local Presidents

From: Laura Walton, President – OSBCU
Paul Sylvestre, CUPE National Health and Safety Representative

Date: September 9, 2021

RE: **Medical Surveillance Programs under s.28(3) OHSA**

Many members and local leaders have raised the possibility that the policy of mandatory testing of unvaccinated workers violates the Occupational Health and Safety Act. In particular, they often cite [s. 28 \(3\)](#) of the OHSA. Although this subsection addresses the right of workers not to participate in a medical surveillance program, the provision only applies to medical surveillance programs described in the regulations under the OHSA.

Duties of workers

28 (1) A worker shall,

- (a) work in compliance with the provisions of this Act and the regulations;
- (b) use or wear the equipment, protective devices or clothing that the worker's employer requires to be used or worn;
- (c) report to his or her employer or supervisor the absence of or defect in any equipment or protective device of which the worker is aware and which may endanger himself, herself or another worker; and
- (d) report to his or her employer or supervisor any contravention of this Act or the regulations or the existence of any hazard of which he or she knows.

Idem

- (2) No worker shall,
 - (a) remove or make ineffective any protective device required by the regulations or by his or her employer, without providing an adequate temporary protective device and when the need for removing or making ineffective the protective device has ceased, the protective device shall be replaced immediately;
 - (b) use or operate any equipment, machine, device or thing or work in a manner that may endanger himself, herself or any other worker; or
 - (c) engage in any prank, contest, feat of strength, unnecessary running or rough and boisterous conduct.
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Consent to medical surveillance

(3) A worker is not required to participate in a prescribed medical surveillance program unless the worker consents to do so.

What are prescribed medical surveillance programs under the OHSA?

The OHSA defines the term “prescribed”:

“prescribed” means prescribed by a regulation made under this Act;
(emphasis added)

Three regulations under the OHSA require employers or the Ministry to establish a medical surveillance program for workers. These programs affect those who work with or are exposed to highly toxic substances. The surveillance is carried out through routine medical examinations to determine if workers develop related occupational diseases often associated with the toxic substance. The regulations (listed below) provide that workers can submit results of medical examinations to the employer if they so choose:

- O.Reg 833: Control of Exposure to Biological or Chemical Agents (s. 8)
- O.Reg 278/05: Designated Substance – Asbestos on Construction Projects and In Building and Repair Operations (s. 22)
- O.Reg 490/09: Designated Substances (s. 27 – 31)

None of these regulations apply to COVID-19 testing programs.

Recent decisions by the Ontario Labour Relations Board have confirmed the reasonableness of asymptomatic testing programs, in addition to the implementation of other health and safety measures, to reduce the risks of exposure to COVID-19 in the workplace. Nevertheless, school boards must comply with applicable privacy legislation when collecting workers’ personal health information. Any personal health information provided to school boards must be treated as strictly confidential. Policies should set out the purpose of collecting the information, how the information is collected and used, who receives the information, and when the collected information will be destroyed.

Employers are permitted to gather personal health information for a legitimate employment purpose, provided they gather no more than is necessary to achieve that purpose.

Who to Contact in Human Resource Services

Tel: 905.527.5092

	NAME	POSITION	DETAIL	EXT.
	Jamie Nunn	Superintendent of Human Resource Services		2753
	Cindy Francis	Senior Manager, Human Resource Services		2504
	Annette Cadman Cockburn	Executive Assistant		2753
Staffing & HR Operations	Lety Goddard	Manager, Staffing & HR Operations	Senior Admin	2666
	Kholoud Gannam	Staffing and Operations Support	Benefits, Recruitment Support, Admin Assistant to Manager	2338
	Melanie Kivell	Human Resources Staffing Officer	CUPE, OCTU, PASS, P/VP	2034
	Brenda Maxwell	Staffing Coordinator	CUPE, OCTU, PASS, P/VP	2224
	Rachel Hague	Human Resources Staffing Officer	COPE, PSSP, DECE, Mental Health Asst	2606
	Sylvia Baccala	Staffing Coordinator	COPE, PSSP, DECE, Mental Health Asst	2437
	Danielle Meville	Human Resources Staffing Officer	OSSTF and Occ Teachers, Con Ed, ESL	2325
	Vikki Kokotec	Staffing Coordinator	OSSTF and Occ Teachers, Con Ed, ESL	2384
	Ali Rilstone	Human Resources Staffing Officer	HWETL, HWOTL	2255
	Heidi Oldenburg	Staffing Coordinator	HWETL, HWOTL, Senior Admin	2239
	Vickie Doidge	Teacher Qualification and Salary Administrator	Teacher allowances/qualification and LTD all groups	2215
	Liette Gauthier	EasyConnect Administrator	EasyConnect Administration	2276
	Tizianna Villella			
	Shushmita Jahan	HR Systems Applications Administrator	Application Administrator	2249
Meng Kwong	HR Systems Applications Administrator	Application Administrator	2803	
Project SEARCH Intern	Records Management Administrator	Records Management	N/A	
Employee Support & Wellness	Lori Steacy	Manager, Employee Support & Wellness		2801
	Bailey Seward	Employee Support and Wellness Officer	Sick leave, WSIB and LTD system support and HWPC sick leave and WSIB claims support - Casual or occasional staff contact for assignment to a Specialist (not in LTO)	2825
	Bryce Walsh	Employee Support and Wellness Officer	Attendance Management Support, Early Intervention and Staff Wellness Program	2116
	Mayra Flores Garcia	Employee Support and Wellness Coordinator	Short-Term Sick Claim Support	2162
	Kathy Forde	Employee Support and Wellness Coordinator	Medical note staff reimbursement, ESW general inquiries, ESW Manager and Officers Support	2605
	Teresa DiCienzo	ESW Administrator	HWETL, HWOTL, OSSTF, ESL	2014
	Femia Skrzek	ESW Administrator	COPE, CYCP, DECE, OCTU, PASS, PSSP, CUPE, HWPC	2640
	Sanpreet Jhooty	Employee Support and Wellness Specialist	Sick Leave, Return-to-Work and Accommodations – FOS 2 and 4	2383
	Nichola Robertson	Employee Support and Wellness Specialist	Sick Leave, Return-to-Work and Accommodations – FOS 1, 3 and 5	2248
	Natalie Zip	Employee Support and Wellness Specialist	Sick Leave, Return-to-Work and Accommodations – Education Centre, ECCP and Glenwood, WSIB – All Staff	2412
	TBA	Employee Support and Wellness Specialist	COVID Absence Support	2040
Prof. Dev. & Recruitment	Kristin Roy	Manager, Professional Development & Recruitment		2152
	Chavon Niles (eff: Sept 20)			
	Sarah Tracz	Professional Development Officer		2374
	Kim Moon	Professional Development Assistant		2285
	Rossana Tasker	Professional Development Assistant	(afternoons only)	2432
Occ. Health & Safety	Lindsay Goerzen	Manager, Occupational Health & Safety (acting)		2138
	Jeremy Koop	Occupational Health and Safety Administrator	General Inquiries, Workplace Inspections	2687
	Kruti Mehta	Occupational Health and Safety Officer (acting)	Critical Injuries, Work Refusals and other emergencies (Schools A-L)	2043
	Rebecca Wood	Occupational Health and Safety Officer	Critical Injuries, Work Refusals and other emergencies (Schools M-Z)	2689
	Sarah Atkinson	Occupational Health and Safety CYCP Itinerant	Violence Prevention Support (Schools A-Z)	email
Labour Relations	TBA	Manager, Labour Relations	PASS, P/VPs, OCT Inquiry	2942
	Effie Philippeos	Labour Relations Coordinator	Labour Relations Support	2216
	Diana Kay	Labour Relations Officer	COPE, ESL, PSSP, OCTU, OSSTF (Permanent and Occasional)	2016
	Dan Rutherford	Labour Relations Officer	HWETL, HWOTL, DECE, CUPE	2410
	Habib Zaza	Compensation Officer	COPE, CUPE, DECE, ESL, OCTU, PASS, PSSP	2238

DATE: August 31, 2021

TO: All Staff

FROM: Jamie Nunn, Superintendent of Human Resource Services
Lori Steacy, Manager, Employee Support and Wellness
Bailey Seward, Employee Support and Wellness Officer
Bryce Walsh, Employee Support and Wellness Officer

RE: **Employee Support and Wellness Department (ESW) Reorganization**

The purpose of this memo is to provide an update to all staff regarding who to contact in the Employee Support and Wellness Department.

The ESW Department Specialists are supporting all staff by Family of Schools. Please refer to the links below for the Family of Schools as well as the ESW - Who to Contact At-A-Glance:

In addition, Mayra Flores Garcia will be joining the ESW Department effective September 1, 2021, and support staff with short-term sick leave claims for **all Families of Schools**.

The ESW team is in the process of recruiting an ESW Specialist supporting COVID-19 related absences. In the interim, contact Bryce Walsh, ESW Officer.

- [Family of Schools](#)
- [ESW – Who to Contact At-A-Glance](#)

If you have any questions, please email or call:

Bailey Seward, ESW Officer
Email: bseward@hwdsb.on.ca
Phone: 905.527.5092 ext. 2825

Bryce Walsh, ESW Officer
Email: bewalsh@hwdsb.on.ca
Phone: 905.527.5092 ext. 2116

ESW is looking forward to the opportunity to support all HWDSB staff for the 2021 - 2022 school year.