



Members Update for October 8th, 2021

Pretty quick update for everyone this week with some repeat issues – been a crazy one for all of us.

OSBCU Wage Survey – If you haven't done the wage survey yet – please go do it. It takes 3-4 minutes of your time and gives OSBCU (who negotiates our raises with the province) the data and input they need to bargain a fair increase for all of us during the next round of bargaining.

Click [HERE](#) to complete the survey! **This survey is not to be shared and is for OSBCU members only to gather the correct data and input from members.**

Enhanced Cleaning Positions – If you are temporarily posted to an enhanced cleaning position or filling in for one for a day or two, please make sure you are using your time to do the job. The position is necessary to keep the in school spread of Covid to a minimum and if we are lobbying trustees and the public to increase the number of hours given to those positions, it needs to be important for all of us. You're entitled to your breaks and lunch just like everyone else. You're travel time between locations is yours as well. The time you're in locations and should be spraying and wiping needs to be doing just that. When supervisors stop by schools and can't find the enhanced cleaner for 45 minutes, or stops by 3 days in a row and finds them sitting in the staff room on their phone each day, that's a big problem that looks bad on all of us.

Both supervisors and Hamilton Public Health officials have been and will continue to be making visits to locations to ensure a couple things – that the job of enhanced cleaning is being done properly and that the disinfectant being used is also mixed properly and has the proper contact times. Be sure you know which disinfectant you're using (Oxivir Plus, Oxivir TB or PreEmpt) and how long it needs to be fully effective.

Waiting on a Return To Work Meeting? – (leaving this one another week)

If you have been off work with a medical or WSIB issue and have been waiting for a return to work meeting – we want to know about it. If you have submitted a completed FAF (a simple doctors note is not acceptable for the employer anymore) from your doctor to the Wellness Dept and have not heard from them about a return to work meeting within 48 hours, please contact Patrick Cumbo, Dave Dickhout or Flora DiCarlo with the following information:

- Date that your FAF was submitted by yourself or your doctor
- Date that you are able to return to work on your FAF
- If you are returning to work with or without any restrictions or modifications

This information is very important for the Local to know about as the sick days that are being used while members sit and wait for a meeting are a wasted benefit. The extra days waiting for a meeting also increase our average use of sick days for members which is a contentious issue with the employer right now.

You can find the CUPE FAF here - <https://cupe4153.ca/wp-content/uploads/sites/97/2021/02/Caretaker-Maintenance-Medical-Form-2020-CUPE-January-2020.pdf>

Who and how to submit your FAF information can be found on the bottom of each page of the FAF

Please keep a copy of the email or fax transmission that sent your FAF to the Wellness Dept to confirm that it was sent as things sometimes grow legs and get lost.

Casuals, EasyConnect and Work - On Wednesday, Bob sent out an email with regards to casuals/job assignments. Needless to say, I despise the EasyConnect system. But, the employer is bound and bent to try and find a way to make it work. Yes, our collective agreement has a piece about casuals refusing work and how many times that can happen. That has been there for many, many years. When that piece was written, we had a human being doing our coverage and if you couldn't work days due to family or other employment obligations, you simply let Eva know and she wouldn't call you for days. Now, that human component doesn't (or won't at some point) exist.

For now, if you are a casual that cannot work a day shift, please email Melanie Kivell or Brenda Maxwell in HR and let them know. That way, you won't get calls for dayshift and will only get calls for afternoons that you can accept. There are pieces to the puzzle that we need to work on with the employer to reflect the new assignment system and we hope we can get that done for everyone's sanity very soon.

Yes, We're Moving – We found a new home for our office. It's downtown on a bus route for easy access. The building has a decent sized parking lot. We're in a building owned by another CUPE local that also has their offices in the building. The rent is less than what we were paying. The new building is giving us October at no charge so we can make some touch ups (paint and flooring) before we move in closer to the end of the month. There will be some costs associated with the move that will be reasonable but moving forward it will be a good home for our office space for many years to come. I'll make sure to send pictures of the new space once we move in and are settled in early November, but for now our new address starting next month will be 795 King St. East, Unit B2

Temporary Hours in Schools – (leaving on for a second week) Some of our schools depending on the workload have temporary hours assigned to them. Maybe it's a 4 hour position that's been temporarily made a 6 hour position? If you have temporary hours in your building, we need to know. Please have one of your staff contact Mark Lachowicz by email and let him know how many temporary hours are in your building and how long they have been temporary if you know.

Who to Contact – In general, your area supervisor should be your first person to contact with any workplace issues – especially when there is a health and safety concern. The Occupational Health and Safety Act requires that an employer be able to respond to H&S concerns before the union gets involved or there is a work refusal. This would also apply to scheduling concerns, workplace harassment, pay errors, etc. Supervisors are responsible for supervising and managing the workplace. Some of our supervisors are good at their jobs and some, well, not so much. If you have brought items to your supervisors attention and they have not been dealt with in a timely manner, please reach out to one of our stewards or Executive for assistance. The only way we can deal with problem supervisors is to document their lack of attention to issues and bring it to management from either Facilities or Human Resources.

When there's union related questions that members have, please try and contact stewards and Executive during their work shifts. As I'm sure you can imagine, the number of calls lately have skyrocketed and show no signs of slowing down. We need to allow our people to have their own personal time so they can relax and decompress. The list of who to call, their union phone numbers and what shifts they work will be attached with this update. When it's not an urgent matter, an email may be the best way so they can respond when they can. While we try to get back to people as soon as possible, please remember that we do have our own jobs to do in our own schools and there are times that it's just not possible to answer calls or texts.

Your Mental Health Matters – We've had more calls than usual lately from members asking about mental health issues, leaves of absence and how to cope with issues in the workplace. The long lasting effects of the pandemic are going to be felt for a long time to come. While some restrictions have eased up and we can gather with family and friends socially, things are still not anywhere near what 'normal' used to be before March of 2020. Social isolation, anxiety and even panic attacks are becoming more common than they have been before. I wish I could say that all of our schools have members that support each other and truly care for each other, but I know that's not the case. I know there are some schools where coming to work is a pain in the ass to be honest because of bickering, arguing and even to the point of harassment. If you are struggling with your mental health, please know that you're not alone and there is help available. For those members that are feeling like they need extra help or time to deal with issues, here's some ideas that may be helpful....

1) LifeWorks – the HWDSB has a program run through a 3rd party that offers a wide range of personal and family counseling, financial planning help, dieting helps and many more things. Many of our members including myself have benefited from reaching out to them for various issues. This is a benefit for all employees no matter if you are on probation, casual or permanent. I'll attach the most recent information on how to contact them with this update.

2) Talk to your doctor about what's going on - Be honest about what's going on – if you're having trouble sleeping, losing your appetite, find yourself getting irritated more frequently and more quickly than usual – all are signs that something may be going on that needs attention. If you have a permanent position and have sick days available, maybe your doctor will recommend that you take some time off and be under their care and possibly prescribe something for you. Your doctor can also direct you to community assistance and programs that may help you as well. Sick days don't just exist if you break your arm or leg and can't come to work – your mental health matters just as much as your physical health. If you are going to talk to your doctor – take an FAF form with you in case they do want you to take a break for a bit and regroup. You can find the FAF form by [clicking here](#). Any time off prescribed by your doctor should be documented on an FAF form – a simple doctor's note isn't accepted by the HWDSB anymore.

3) Leave of Absence – this would be my last recommendation to anyone needing help or some time off. A leave of absence is unpaid and may cause some other harmful effects due to financial hardship. Leaves of Absence go the HR Dept for approval and are typically granted for between 4 weeks and 1 year. They are covered by Article 16.01 of the collective agreement. They should be submitted 4 weeks in advance, but that notice period can be waived due to the circumstances. If you decide to ask for a leave of absence, your email should be directed to Melanie Kivell & Brenda Maxwell and you should copy myself or one of the Executive on your email so we can monitor the response that you get and help in whatever way we can.

Cheers,

Blake



Welcome to LifeWorks

Feel supported and connected with a confidential Employee Assistance Program and innovative well-being resource

Life can be complicated. Get help with all of life's questions, issues and concerns with LifeWorks. Any time, 24/7, 365 days a year.

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

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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

COMMITTEES ~ (Term: June, 2020 – June, 2022)

BENEFITS / PENSIONS / RETIREMENTS

Dave Dickhout Maintenance 905-518-7064

BYLAW COMMITTEE

Darlene Barrick, *Rec. Sec.* A. M. Cunningham 289-237-8505
 Blake Corkill, *President* Memorial City 289-527-3019
 Patrick Cumbo, *Executive* Maintenance 289-518-7094
 Michelle Madley, *Mbr-at-lg* Balaclava 289-518-5449
 Geoff Thompson, *Executive* Rosedale 905-518-7024
 VACANT, *Mbr-at-lg*

HEALTH & SAFETY COMMITTEE

Jason Atkinson Waterdown
 Blake Corkill Memorial City 289-527-3019
 Danny Catanyag (Core Rep) Waterdown 289-237-8716
 Marilyn MacAloney (Core Rep) Dundas Valley 289-442-7587
 Ryan Pfau Bernie Custis
 Kathleen Powell (Core Rep/Chair) 289-244-4623

NEGOTIATING COMMITTEE

Peter Bowker, *Chief Steward* Norwood Park 905-518-7089
 Blake Corkill, *President* Memorial City 289-527-3019
 Patrick Cumbo, *Mbr-at-lg* Maintenance 289-518-7094
 Dave Dickhout, *Mbr-at-lg* Maintenance 289-518-7064
 Mark Lachowicz, *Mbr-at-lg* R. A. Riddell 905-308-5090
 Geoff Thompson, *Mbr-at-lg* Rosedale 905-518-7024
 Dave Winger, *Mbr-at-lg* R. A. Riddell 905-518-7091

PD DAY COMMITTEE

Pat Amatangelo, *Chair* Westdale 905-518-7963
 Darlene Barrick A.M. Cunningham 289-237-8505

SOCIAL COMMITTEE

Darlene Barrick, *Chair* A.M. Cunningham 289-237-8505
 Blake Corkill, *Exec. Liasion* Memorial City
 Maria Leon Acosta Waterdown
 Michelle Madley Balaclava 289-518-5449
 Kathleen Powell E. C. Michaelle Jean 289-244-4623
 Kennique Smith Bennetto

WELLNESS / WSIB COMMITTEE

Patrick Cumbo, *Chair* Maintenance 905-518-7094
 Dave Dickhout Maintenance 905-518-7064
 Flora DiCarlo A.M. Cunningham 905-518-7049

WOMEN'S COMMITTEE

Darlene Barrick, *Exec. Liasion* A. M. Cunningham 289-237-8505
 Kristen Cox Memorial City
 Tammy Lucci Orchard Park
 Elaine Paulin Education Centre
 Laurie Penner Green Acres

WORKLOAD / SCHEDULING COMMITTEE

Mark Lachowicz R. A. Riddell 905-308-5090
 Dave Winger R. A. Riddell 905-518-7091