



Members Update for October 15th, 2021

Short week means a shorter update for everyone!

OSBCU Wage Survey – Our local has done AWESOME at filling out the wage survey for OSBCU. As of Tuesday night, we had 175 people complete it so far. **Today is the last day to fill it out** – let's try for an even 200 people to complete it!

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.**

Postings & Sections – We have a team that helps decide what sections look like around the HWDSB. Mark Lachowicz and Dave Winger work with supervisors to make sure sections aren't too big or too small for the time given to them. Each section in a school is timed out and we make sure that the times are under what they should be to account for unexpected situations that happen almost daily.

An 8 hour section should max out at 430 minutes of cleaning – 8 hours x 60 minutes – 50 minutes for lunch & breaks. A 6 hour section should max out at 320 minutes and a 4 hour section should max out at 210 minutes.

If you are thinking about posting into a new school, be sure to go check out the section that you are posting into – we have many requests to come and do a time study even though it has recently been done and there's been no significant changes to the building. If there are no significant changes to the building and the schedules have been recently done (within a few years), then no further changes will be made. It's up to members to check out what they are posting for before they move rather than ask that things be changed once they arrive because they don't agree with it.

Strike Fund Update – At our Executive meeting on Tuesday, our Secretary Treasurer Patrick Cumbo shared that our strike fund is currently just under \$195,000 and we're right on track to have the money available next fall in case there is a work disruption while negotiating our collective agreement at either the Central or Local level.

Attendance Management Program – The HWDSB has an attendance management program that has 4 phases to it. Recently a number of our members are being asked to attend meetings because in the past 12 months, they have 9 or more absences not covered by medical documentation. Personally, I think the program isn't useful at all, but I'm not the employer. It's important to know that if you have an FAF form completed by your medical professional, those days do not count towards the AMP.

For instance, if you were off for two days because you hurt your shoulder raking leaves then came back to work without seeing a doctor – those two days would count towards the AMP. If you were off for 5 consecutive days and the Wellness Team asked for an FAF for your absence – when you had that completed by your doctor, those 5 days would NOT count towards the AMP.

It's also important to know that the monitoring period is a rolling 12 month calendar. So, as of today – the HWDSB is looking at absences from October 15th 2020 until today. When you come to work on Monday, they will be looking at October 18th 2020 until then. The program does not simply go from September 1st to August 31st each year.

You can find a copy of the AMP online by [clicking here](#).

Yes, We're Moving – The boxes are being packed up – things are being taken off walls and THE MOVE is on....

We're doing some touch ups at the new office space including a full paint job and all new flooring before moving stuff in. We're setting up phone and internet connections so the changeover should be seamless for contacting the office. Moving day isn't until later this month and we expect to be fully up and running in the new space in the first week or so of November. We'll share some pictures of the new place once it's all done and when we're officially moved we'll share the new mailing address and any changes to our office phone or fax numbers or our email address. If we have a couple members with a full size pickup truck that would be willing to help take some old rolls of cut up carpet to the dump for us, please let Janna in the office know ASAP. We would gladly reimburse you for mileage and dump fees. There will be approximately 1100 square feet of carpet that we need to get rid of before the new flooring goes down. You can email Janna at cupelocal4153@bellnet.ca if you can help out

October Membership Meeting – This Sunday we will have our monthly membership meeting using the Zoom platform. Please attend if you are able to and add your voice to the conversations we have about what’s happening in our Local and with our members lately!

Blake is inviting you to a scheduled Zoom meeting.

Topic: October Membership Meeting

Time: Oct 17, 2021 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/82125888197?pwd=MG90VUpoZ2psdFMvbGZvMmI0Zm5MZz09>

Meeting ID: 821 2588 8197

Passcode: 730265

One tap mobile

+16473744685,,82125888197#,,,,*730265# Canada

+16475580588,,82125888197#,,,,*730265# Canada

Member Conflicts – I really wish this wasn’t an issue with our members, but unfortunately it is. This number is increasing week to week and it’s very concerning. I think the best advice to give for our workplace is one most of our parents gave us when we were kids - “If you don’t have anything nice to say, don’t say anything at all”. And I’ll bet most of you just read that in one of your parents voices. LOL. There’s a line between not being friendly with one another at work and going over the line into Code of Conduct and Harassment issues. If you believe you have been the victim of harassment or code of conduct issues – you should be submitting your complaint to the HR Dept on the form supplied at the end of the Workplace Harassment Procedure. The form is to be submitted to your immediate supervisor. If the complaint is against your immediate supervisor, the complaint should be submitted to Jamie Nunn, HR Superintendent. I will include the links to both the Harassment and Code of Conduct articles on the HWDSB website for your to read and print out if needed.

<https://www.hwdsb.on.ca/secondary/supports/safe-schools/code-of-conduct/>

<https://www.hwdsb.on.ca/wp-content/uploads/2019/12/REVISED-Nov2018-Workplace-Harassment-Prevention-procedure.pdf>

Checking emails – It's a good practice to make sure you check your HWDSB email at least once a day when you're at work. Maybe make it the first thing you do when you start your shift – or do it on your lunch or one of your breaks. There's regular updates from Human Resources, emails from Bob Avery and general communications from schools that are helpful for caretaking and maintenance members.

That's it for now – I can't promise something else won't come up before next Friday that I'll send along to you but if that doesn't happen – have a great weekend and a good week next week!

Cheers,

Blake