



Members Update for October 1st, 2021

Fall is here, the weather is changing and we all know what's coming in the next few months – snow removal, messy halls and sloppy carpets. But the trees and crisp mornings are pretty fantastic while they last!

OSBCU Wage Survey – Some of you have already taken the time to do the OSBCU Wage Survey and I want to thank you for doing that. It's important to give Laura and the rest of the OSBCU Executive the tools to be able to fight for us to have a real increase to cover inflation and the cost of living – especially in the Hamilton area where housing costs have repeatedly made the news in the last year for being out of control. If you haven't already, please just go now and do the survey – it'll take 5 minutes of your time and that's 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.**

CUPE National Fact Sheet on Vaccination Policies – I'm going to leave this item on the update again for today. There's still phone calls, emails and voice messages about this issue because it's so important and to be honest – controversial for some people. The link to the Ontario Human Rights Commission statement on vaccination policies is included below and the fact sheet from CUPE National will be attached with this update.

OHRC Statement link – [click here to view the statement](#)

CUPE National Fact Sheet – attached with this update

"Sorry – No enhanced cleaner today" – This is for our head caretakers – if you are told you don't have an enhanced cleaner for the day – you NEED to let me know. Email, text to my phone, etc. - this is something that we cannot and will not let slide because of EasyConnect not filling a job.

Waiting on a Return To Work Meeting? – 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) 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 – No Work Available? - If you are a casual member and not getting hours to work, please let us know. We all know the EasyConnect system isn't a great fit for our members just yet but we can't have people not working if there are positions not being covered. We also can't have people being offered overtime if casuals aren't working or 4/6 hour permanent positions aren't being topped up to 8 hours first. That's not fair for everyone. If you aren't working, please let one of our stewards know and we can find out what's going on and why this is happening and get it straightened out for you.

Classroom Conditions – Ahhhh yes, the good old end of day classroom conditions monster seems to be rearing it's ugly head in some of our schools already this year. If you've been around for a while, you know that some classrooms are left nice and tidy which allows us to do a more thorough job of cleaning at the end of the day and some classrooms look like a bomb went off in there. I think we all understand that there are going to be some days when a classroom gets out of hand and there's more mess than usual. None of our members complain about a one day situation here and there. The problem is when it's a daily issue from the same classrooms in your section.

Last year, there were some Covid policies and precautions in place that didn't allow for chairs to be stacked or end of day cleanups to happen. But what about this year? With certain parts of the Covid policies around school reopening easing up (sports, music, etc) I reached out to the employer to ask if there were any Covid related policies that would prevent teaching staff from having students stack their chairs at the end of the day and also doing a tidy up of the room at the end of the day. The response from the employer was this – "there is no reason from a Covid standpoint that either of those things should not be happening at the present time."

If you are having frequent issues with the conditions of classrooms in your section at the end of the instructional day, here's what to do....

- 1) document the condition of the classroom with pictures – use one of the caretaking phones or your own
- 2) clean the room as best as you can with the time provided – doing your disinfection first, emptying garbage then focusing on the floor, etc.
- 3) contact your area supervisor and explain how the rooms have been left – an email documenting the issue is better than a phone conversation. Attach pictures if you are able to.
- 4) if there is no response or no improvement in the conditions within a week, please contact one of our stewards about next steps we can take.

Stacking of chairs and a general tidy up at the end of the day allows us to do a better job with the limited time we have in each classroom. Taking time from one tidy classroom to focus on another that is a repeat problem isn't the answer. Each classroom should get the time allotted to it and if you have time to do extra things in a cleaner classroom – then so be it. If everything doesn't get done in a classroom because it was left in a mess and time ran out to get everything done – then that's the way it is. **The days of everything being dumped on caretaking and our members needing to work through lunches and breaks because we care about the learning conditions of the students in our schools when others just turn lights off and walk out without a care are going to come to a screeching halt and be stopped. I know our members are more than happy to be part of a team that supports a healthy learning environment for students, but we are not going to be disrespected and expected to just pick up after everyone else with no help at all. Our schedules are timed out for a reason – spending extra time in any classroom that takes away from lunches or breaks or other classrooms shouldn't be happening.**

Get Noticed by the OSBCU - The OSBCU is looking for energetic, enthusiastic CUPE Education Workers and their selfies! If you can take a selfie and write a few words about why you're proud to do the job you do – they want to hear from you! Check out their Facebook page and the post from September 29th with all the info on sending your stuff in! <https://www.facebook.com/osbcucscso/>



Looks Like We're Moving – Last week (I think with all the days running together) I let you know that the building our office has been in for many years had been sold and there was plans to make it a medical building and at some point we would have to move out and find new space. Well, I'm happy to let you know that I'm 99% confident that we have found new office space for our Local and it's going to be costing us less per month than what we have been paying currently and is still in the downtown area and accessible by bus and has a decent sized parking lot and is in a building with other CUPE locals. When the deal is finalized and we know all the details, I'll be sure to share them with all of you. Hopefully we will be in the new place for November 1st and we can start a new chapter in the life of our Local!

Temporary Hours in Schools – 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.

Cheers,

Blake