

## Members Update for November 19th, 2021

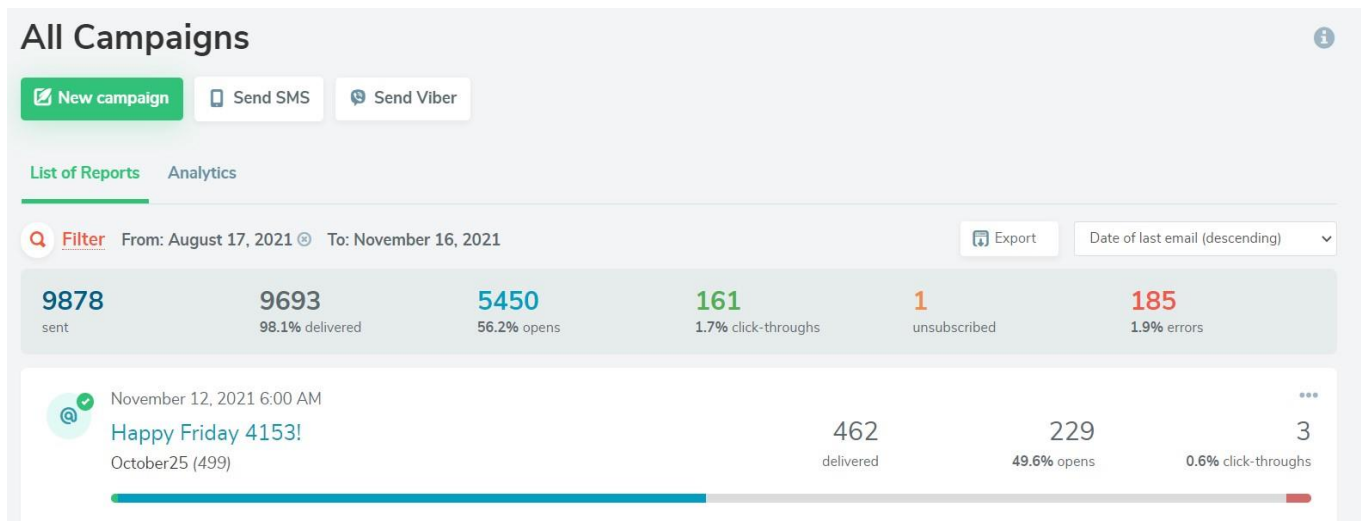
**Membership Meeting** – Sunday morning – 10am. We need you there. Tune in by phone, tablet, computer – whatever is easiest for you. We haven't had quorum for a meeting since May. Our quorum is only 23 people. The link and meeting announcement is attached below the update. It would be good if we had 10% of our members at the meeting, but I'll be happy just being able to have more than 23 and we can have a meeting and get certain things done. As well as our regular union business and updates from committees, we will also be announcing when nominations and elections for our bargaining committee will happen as we're a little behind schedule on that and need to get that moving so we can be in line with what OSBCU needs from us. We also need to set a date to approve the proposed bylaw amendments which have gone through the process of being submitted to the Bylaw Committee then submitted to the Executive before being presented to the membership for approval. Due to lack of quorum, we've been waiting on this for quite a few months now.

**EWBT Update** - The EWBT (Education Workers Benefits Trust) is the organization that sets our benefits and negotiates with Canada Life to provide our benefits for us. They have posted an update for all OSBCU members and you can read it by clicking on [this link](#).

**Employee Assistance Program** – I'm going to leave this item on each week. A lot of us are struggling. On top of Covid issues, we have family issues, personal issues, financial issues, relationship issues all on top of winter coming, less daylight and more feelings of being cooped up for the next 6 months. We're all tired and frustrated to a certain extent. If you need to talk to a professional about any issues you're having - as an HWDSB employee (permanent or casual), help is available through LifeWorks. The program is paid for by the employer and is completely confidential. Family counseling, financial counseling, nutrition help and many more resources are available. You can find contact information on the EAP Program by going to our website at [www.cupe4153.ca](http://www.cupe4153.ca) and clicking on the Resources tab.

**CUPE National Convention** – Sunday night to Friday is the bi-annual CUPE National Convention. We hoped it would be in person in Vancouver, but it will be virtual due to rising numbers and safety concerns. Patrick Cumbo, Darlene Barrick and myself will be attending at the office all week so we may not be easy to get a hold of as we will be in and out of virtual classes, votes (including voting for Candace Rennick as National Secretary Treasurer to replace Charles Fleury as he is retiring), sector and caucus meetings all week. **So for next week, please get a hold of other Executive and/or stewards to help with any issues going on in the workplace.**

**What's The Stats?** - Ever wonder just how many people actually read what goes out on these updates? Well, here's the latest stats on our communications...



Between August 17<sup>th</sup> and November 16<sup>th</sup>, we sent out 9878 emails. 5450 of those were opened and read. That's just over 56% - a good percentage. Only 185 weren't able to be delivered due to errors – which sometimes is just a one week issue. For instance, a couple weeks ago we had 38 errors and emails marked as “undeliverable” by Microsoft for some reason. All the Hotmail, MSN and other email addresses associated with Microsoft were returned. The next week – all good using the same addresses. Technology isn't perfect yet and when it is – I'll be running from the robots. On average – about half of all the emails we send out are opened and read by members so chances are that either yourself or one of the people working in your school with you knows what's up and what's going on.

**Dress Code Issues** – I was part of a meeting with HR and other union presidents last week about the dress code. Staff (all staff) are encouraged to have conversations with students when there are dress code issues observed. I was very direct and clear to both Jamie Nunn and Sue Dunlop that CUPE members would NOT be having discussions about dress code directly with students. We don't supervise students and I don't think it's our job to have those discussions. **Bottom line – if you do see a student wearing something you have concerns about – please let your principal/vice principal know and let them deal with it.** I don't want to have to assign a steward or executive member to represent someone in a discipline meeting because of something that was allegedly said by one of our members to a student.

### **Quick Reminders :**

Doctors notes are not accepted by the HWDSB anymore. Any directions from your medical professional to the employer are required to be on an FAF form as per the Collective Agreement. You can find the form on our website under Resources.

Vacation use outside of the summer months needs to be submitted at least 3 weeks in advance through the web portal. If you plan on using vacation time over the Christmas break, please make sure it's submitted on time for approval. Go to your web portal – absence – employee entry – new entry to submit the dates you would like to use for vacation time.

Have a great weekend everyone – you all deserve it!

Cheers,

Blake

# GENERAL MEMBERSHIP MEETING

**Sunday ~ November 21, 2021**

**10:00 am – 12:00 pm**

**AGENDA:**

***Regular Union Business***

**Join Zoom Meeting**

<https://us02web.zoom.us/j/82104336452?pwd=cXJscmpKRXREU2R6WmZHY1B5S0lRQT09>

Meeting ID: 821 0433 6452

Passcode: 454213

One tap mobile

+15873281099,,82104336452#,,,,\*454213# Canada

+16132093054,,82104336452#,,,,\*454213# Canada

Dial by your location

+1 647 374 4685 Canada

+1 647 558 0588 Canada

Meeting ID: 821 0433 6452

Passcode: 454213

Find your local number: <https://us02web.zoom.us/j/kbe8ujPQ1o>