



Members Update for November 5th, 2021

Wasn't going to have an update this week due to lack of time, but wanted to get some info out to all of you about a few things that are important...

Cleaning Expectations – Just so we're all aware – our cleaning routines are back to what they were prior to the start of the pandemic. **If your school is fully staffed, all items on your schedule must be done.** If your school isn't fully staffed then you're on priority cleaning which is included below. There's some issues popping up about "only doing disinfection and touchpoints" which is false. Here's a few things that we all should be thinking about in our sections,

In all elementary schools, cleaning student desks has been part of the schedule for many years – so wiping desks with Oxivir doesn't add any time to schedules. Students eat at their desks and it's part of our job to make sure they're cleaned at the end of the day if the desktop is clear of items like books, papers and water bottles.

If a classroom has a sink, soap and paper towels, those need to be checked daily as part of the requirements from public health to help keep hands clean during the day.

Soap, paper towels and toilet paper need to be checked daily in all washrooms.

When cleaning a classroom – garbage collection and desk disinfecting should be done first. If you have a sink, soap and paper towels – check those next and refill if necessary. Then sweep the floor and spot mop any spills. Blackboards (if used) should be cleaned once per week (check with teaching staff about items that may need to stay on the board for a lesson first). We have 20 minutes per classroom to clean and if you run out of time because the room was left in a giant mess – move to the next room and leave what you didn't get done and make a note of it. We're not taking extra time to clean rooms left in a bad condition and robbing other areas on our schedules of time we should be spending on them.

Priority Cleaning – Leaving this information on for one more week so everyone is clear on what the expectations are when your school is short staffed on afternoons.

When your school is short staffed on afternoons, we need to focus on priority cleaning. Priority cleaning is making sure that all garbages are emptied, all washrooms, daycares and kindergartens are fully cleaned and all student desks and touchpoints are disinfected. All staff are expected to help accomplish these tasks and with any time remaining, members should be going back into their own sections and doing anything else they can that is regularly on their schedule (sweeping, spot mopping, glass, etc).

Priority cleaning is not doing the entire school like everyone was at work and running around not taking breaks or taking time to eat. That's called a work speed up and we don't do that, and it's not the expectation of the Facilities Dept that it happen either.

It is not only for some members of staff to do – it is everyone's responsibility to work together to get the priority areas done and then return to their own sections with any time left.

It is important to make a note on a calendar or note book when your school is short staffed. Because not everything gets done in classrooms, there are usually complaints the next day and the easiest reaction from administration and supervisors is to blame caretaking staff. The easiest way to dismantle those complaints is to be able to say "Well, for the last few days we've been on priority cleaning, so not everything has been done. If you'd like the school cleaned properly, make sure we're fully staffed and can focus on our own sections like we should be doing."

New Office Space – We have moved. Moving day was last Friday and although there's still a few things we need to get sorted out to make the new space complete – we're about 90% there. I want to give a HUGE thank you to a few people who really helped out and made this happen for our local. Darlene Barrick has given lots of her own time to collecting moving boxes, packing up boxes, painting and running to the dump along with helping on moving day to unpack and set things up at the new place. Patrick Cumbo has helped out with taking loads of stuff to the new office, dismantling furniture so it could be transported to the new office, moving boxes and unpacking. Matt Fredson helped out tremendously by installing our new floors in the office and doing a fantastic job for us. Janna really helped out by packing up decades of files, planning our movers and tech change overs and came up with a plan to set up our new space to function properly. Without these people and their efforts, this move just wouldn't have been possible. To remind everyone, our new office contact info is:

795 King St. East Unit B2, Hamilton Ontario, L8M 1A8

Phone – 905-544-7733

Email: cupelocal4153@bellnet.ca

Website: www.cupe4153.ca

Bargaining Education – Last week, we talked about OSBCU, Central and Local bargaining. This week, we'll touch on what's in a Collective Agreement. A Collective Agreement is the 'rule book' for work in a unionized workplace. It lays out the rules, guidelines, processes and general ways things are supposed to work. A Collective Agreement goes above and beyond the labor laws and employment standards already in place that have been achieved through the collective bargaining process.

For instance, in our Collective Agreement, if a member wants to request an unpaid leave of absence – there's a process explained in Article 16.01 which reads, "Upon written request of an employee, which is submitted at least 4 weeks prior to the start of the leave, the Board may consider a leave of absence without pay for a period of 4 weeks to 1 year. Leaves of shorter duration may be considered by the Superintendent of Human Resource Services. In emergency situations (as determined by the Board), the 4 weeks notice period may be waived. Such request will include the reason for the leave. Such waiver will not be unreasonably withheld."

Our Collective Agreement is about 110 pages long and could put most people to sleep if they tried to read it from start to finish in one shot. It is important to know what's in our collective agreement and that's why I encourage people to look it over and find out just what's in there so they are aware for themselves.

It's important to realize that a Collective Agreement can't cover every possible situation that comes up in the workplace. Almost daily there are questions that our stewards and executives get that don't have a definite answer to them in any labor laws, employment standards or the collective agreement. But, based on those 3 pieces of information – usually a solution can be found between the employer and the local that is fair and follows the law. Unfortunately, fair doesn't always mean that everyone involved in a situation is going to be happy with the outcome.

You can find our Collective Agreement online on our website at www.cupe4153.ca under the Resources tab at the top of the page. In a few months as we get closer to the end of our Collective Agreement, we will be asking members for input on items that they would like to see changed or modified during bargaining, so now would be a good time to look through the Local (Part B) part of the agreement and get a little more familiar with it. A wire bound copy of our Collective Agreement should be in each of our caretaking offices for members to look at whenever they want.

If you have questions about our Collective Agreement that you think other people have as well and would like to get an answer to, please send your questions to Janna in our office and she'll get them to me and I'll include a couple each week to help everyone out!

That's it for this week, but I'll leave you with this as we turn out clocks back this weekend!



Sorry, not sorry. LOL. Good luck getting that song out of your head now that you've seen that....

Cheers,

Blake