



## **Members Update for January 14th, 2022**

**Back to School on Monday** – Students will be returning to in person learning in school on Monday. We'll return to all regularly scheduled shifts, duties and sections. There have been quite a few emails from the employer about Covid protocols, N95 masks, etc that you need to be aware of so please check your HWDSB emails for anything from the HR Dept or the Director.

**Staff Relations** – At our Executive meeting on Tuesday the Executive proposed and passed a motion to suspend all further Staff Relations meetings with the employer until further notice. This is in direct response to what we feel have been unwarranted and excessive actions towards our members by the employer. The text of the email that I sent read as follows : “Due to the recent bold and unreasonable actions taken by the employer against CUPE 4153 members, the Local Executive met Tuesday and passed a motion to temporarily suspend all staff relations meetings until further notice. The Local will continue to discuss issues with the employer within the grievance process as outlined in the collective agreement.”

**Member Info Updates (from Membership Office Pat Amatangelo)** - Attached with this update, you'll find a member information page. Please print that out (and maybe a few extra copies for your co-workers) and complete the information requested. Please fill in the form and place it in a sealed envelope with other members' in the caretaking office and an elected official from the union will be by your school to pick it up. For the maintenance staff your envelopes will be picked up at the Ed Center. These pickups will start on January 19<sup>th</sup>. If you have any questions, please feel free to call Pat @ 905-531-8778. Any members wishing to submit their information electronically (email or fax) or requiring assistance to complete the form, please contact Geoff Thompson @ 905-518-7024 and he will gladly fill out the membership information for you.

**Vaccination appointments** - are available for education workers at <https://www.fhvax.com/> at the Center Mall beside EB Games. Lots of appointments are available.

**Sunday Membership Meeting** – There is a Membership Meeting this Sunday at 10am. I will attach the agenda with this update and you'll all be treated to a guest chairperson for the meeting as I'll be out of town. You'll have to tune in to find out who's leading the meeting .... here's the invite to the meeting.

Topic: January 2022 GMM                      Time: Jan 16, 2022 10:00AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/89779036653?pwd=OWM2dHk0M3MweDkyNnJaUXVIYUhBdz09>

Meeting ID: 897 7903 6653 Passcode: 742919

One tap mobile

+15873281099,,89779036653#,,,,\*742919# Canada

+16132093054,,89779036653#,,,,\*742919# Canada

Dial by your location

+1 587 328 1099 Canada

+1 613 209 3054 Canada

+1 647 374 4685 Canada

+1 647 558 0588 Canada

+1 778 907 2071 Canada

+1 204 272 7920 Canada

+1 438 809 7799 Canada

Meeting ID: 897 7903 6653

Passcode: 742919

I hope you all have a good weekend and spend some quality time with family and friends safely. Leave work behind, bundle up and enjoy the chilly weather in the forecast and be sure to have some laughs. I doubt there's many of those coming in the next few weeks in any school across the province.

Cheers,

Blake



**CUPE 4153    MEMBERSHIP INFORMATION FORM**

\*\*Please print clearly and do not use your HWDSB email address for any union correspondence. \*\*

FIRST NAME - \_\_\_\_\_

LAST NAME - \_\_\_\_\_

ADDRESS - \_\_\_\_\_

CITY - \_\_\_\_\_

PROVINCE - \_\_\_\_\_

POSTAL CODE - \_\_\_\_\_

HOME PHONE # - \_( ) \_\_\_\_\_

CELL PHONE # - \_( ) \_\_\_\_\_

PREFERRED/PERSONAL

EMAIL ADDRESS - \_\_\_\_\_

**AGENDA**  
**GENERAL MEMBERSHIP MEETING**  
**Sunday ~ January 16, 2022**

- 1. Call to Order**
- 2. Roll Call**
- 3. Equality Statement**
- 4. New Members**
- 5. Minutes of Last Meeting**
- 6. Treasurer's Report**
- 7. Correspondence**
- 9. Committee Reports**
  - Grievance Committee
  - Health & Safety Committee
  - PD Day Committee
  - Staff Relations Committee
  - Social Committee
  - Training Committee
  - Wellness / WSIB Committee
  - Women's Committee
  - Workload (Schedules) Committee
- 10. Nominations & Elections**
  - January 16th @ 8am to January 18th @ 5pm – nominations are open. Only emails received during that time frame will be considered. \*\*Please do NOT use your board email to make nominations – use your personal email\*\* Members can nominate another member by emailing the following information to [cupelocal4153@bellnet.ca](mailto:cupelocal4153@bellnet.ca) with the Subject heading "Bargaining Committee". In the body of the email, please state your name and the name of the member you are nominating. For example "Blake Corkill nominates Archie Walker for the bargaining committee"
  - January 19th to 22nd - emails will be sent to all members nominated asking if they accept the nomination or not.
  - January 23rd - replies from nominated members need to be received by 5pm.
  - January 24th - Election Committee will review election literature promoting candidates. Once approved, election materials will be posted on the CUPE4153 website for members to view. -
  - February 7th - online voting for the Bargaining Committee. If there are 5 or fewer candidates, no online voting will be necessary. If online voting is necessary, the same format we have used in the past few elections will be followed.
  - February 8th - announcement of this year's Bargaining Committee to the membership by email

11. **Unfinished Business**
  - Easy Connect Program- still on going
12. **New Business**
  - Attendance for OSBCU conference / recommend sending 5/plus immobilizer
13. **Good of the Union**
14. **Adjournment**

## **General Membership Meeting**

**November 21,2021**

**10:03 am**

**Call to order-** Blake Corkill

**Roll Call** – Darlene Barrick

President – Blake Corkill – Here

1<sup>st</sup> Vice President – Dave Winger – Here

2<sup>nd</sup> Vice President – Mark Lachowicz – Here

Secretary Treasurer- Patrick Cumbo – Here

Recording Secretary – Darlene Barrick – Here

Chirf Steward – Peter Bowker – Here

Membership Officer – Pat Amatangelo – Here

Membership Office – Geoff Thompson - Here

**Equality Statement** read by Peter Bowker

Minutes from the last meeting in May 2021 minutes are in the office if anyone wants to read them.

**Secretary – Treasurer’s Report-** Patrick Cumbo

See following Pages

Sam Salvo made a motion to accept the treasurers repot.

2<sup>nd</sup> it by Darlene Barrick

Question from Marilyn MacAloney “How come our visa bill was so large?” Patrick Cumbo reported that it was so large because we had the move and conferences. If you want a break down, please come to the office and read the report there.

Vote

Carried.

**Correspondence**

Darlene Barrick No report.

**Committee Reports**

## **Grievance Report**

Peter Bowker

We only have 1 and it is a mediation for abuse of sick time. We are waiting on dates and times to get this solved.

Pat Amatangelo made a motion to accept the grievance report.

2<sup>nd</sup> it by Mark Lachowicz

Vote

Carried.

## **Health and Safety**

Kathleen Powell

See following pages

Darlene Barrick made a motion to accept the Health and Safety report.

2<sup>nd</sup> it by Sam Salvo

Vote

Carried.

## **P.D. Day report**

Pat Amatangelo

The P.D. Day will be on July 7, 2022, at Sherwood School. Our budget this year is \$20,000 because we did not have a P.D. Day last year, so it doubled.

Danny Catanyag made a motion to accept the P.D. Day report.

2<sup>nd</sup> it by Dave Winger

Vote

Carried.

## **Training Committee Report**

Mark Lachowicz

I spoke to Bob Avrey and there will be a plumbing course in the month of December.

Sam Salvo made a motion to accept the Training report.

2<sup>nd</sup> it by Peter Bowker

Vote

Carried.

### **Social Committee**

Darlene Barrick No Report.

### **Staff Relations**

Blake Corkill

We have a staff relations meeting on November 25, 2021, at 10.00am and we are going to be spending the entire time talking about all the issues we have with easy connect or not so easy to connect. We are making a list of all complaints about this system. We are hammering down on them that we want Eva Kern to go back to doing this job. The board I don't think will return to this way. If there is an outcome at this meeting, I will update all of you in the Presidents update Friday.

Mark Lachowicz made a motion to accept the Staff Relations report.

2<sup>nd</sup> it by Danny Catanyag

Vote

Carried.

### **Wellness/WSIB Report**

Patrick Cumbo

Please see the following pages

Sam Salvo made a motion to accept the Wellness/WSIB report.

2<sup>nd</sup> it by Pat Amatangelo

Vote

Carried.

### **Women's Committee**

Darlene Barrick No Report



## Workload

Mark Lachowicz

Hello everyone, we just finished doing schedules in Nora Henderson and we are not happy we have asked management for an extra 10 minutes to complete the stairs and they said No you will get 5 minutes. Management has asked our members to do the stairs while being timed this is not good. Blake Corkill sent an email to Bob Avrey about our concerns. We have a school with lots of issues it is Salt fleet, our members do not want to sweep or wash the floors because it has food on it and they don't want to do grounds. There was a temporary schedule put in there because we have construction in the library. Please be very careful refusing to do your job it is not looking good for caretaking when there is a refusal of work. Dave Winger said please check the school before you post we are not going to come in and change schedules just because you don't like what is on it.

Marilyn MacAloney has a question "How do you go about getting a caretaker position put in a large elementary school?" Mark Lachowicz said it goes by square footage and we know of 3 school that may be getting a caretaker in March.

Danny Catanyag asked a question "The administrator has asked our members to open up doors and close them at different times of the day this is being asked for High school buildings but there is no time allowed on our schedules for this to happen so what are we to do?" Blake Corkill said we have spoken to Bob Avrey and if this is not resolved then we are going to file a grievance under not giving us notice for a change in a policy or practice. This is ridiculous if something happens while the doors are opened then that is not our problem nor is it our responsibility nor will we ever be blamed for that issue.

Vote

Carried.

## Nominations and Elections

Blake Corkill said "I am going to announce right now that Sunday January 9,2022 at 10 am we are going to have a special meeting to deal with the proposed bylaw amendments. The by laws have been approved by the by law committee as well as the executive since May 2021 we have not had quorum since so thank you for attending this meeting so we can get this done. Sometime over the Christmas break I will be sending out a package with all the proposed amendments for the bylaws."

## Elections

Blake Corkill said we are a little bit behind when it comes to our bargaining committee our by laws state we must have a bargaining team in place within 6 months of our contract ending. We have come up with dates for this so January 16,2022 there will be a call for nominations for the bargaining committee. We will then give the people that got nominated a 1-week window to accept or decline that will put us at January 23,2022 once we have that in place, we will give the

nominated people 2 weeks to put together their literature to be put on our website that will bring us to February 6,2022 and the election will be February 7,2022 it will be an online vote.

Prior to nominations we need an election committee if anyone is interested, please email me we need 3 people, and they cannot be on the executive and do not plan on running for anything.

Patrick Cumbo said Blake Corkill can you tell us how many people are needed for the bargaining committee? Yes, the president and chief steward are on it automatically and we need 5 more members to form this committee so altogether 7 people are on this committee.

Elections committee

We need 3 people to run the elections and make sure it is done right and fair, the president will appoint the 3 people and then it is voted on by the membership.

Geoff Thompson said that Lynn Babich would like to be on this committee so can we not bring this as a motion to the membership to vote now so that Lynn is confirmed.

Blake Corkill made a motion to have Lynn Babich be put on the election committee.

2<sup>nd</sup> it by Darlene Barrick

Vote

Carried.

### **Unfinished Business**

Nothing

### **New Business**

Blake Corkill would like to do a food drive and put a box in the caretaker's office in every school and it be picked up the week of December 13 and be donated to the Good Sheppard. All members on this call agreed to this.

Mark Lachowicz said he would like to let the membership know that Bob Avrey gives me a report everyday about absenteeism and I just want you guys to know Monday 124 people were absent Tuesday 125 were away Wednesday 125, Thursday 137 and Friday 151. It cost the board \$50,000 dollars a day for absenteeism.

Patrick Cumbo said that out of those numbers there is only about 20 people that are on an approved leave. The board is getting very aggressive with absenteeism, and they can ask for a FAF form on the first day if they suspect abuse of sick time, it is in our collective agreement.

Blake Corkill said it would not surprise me if the board stopped all overtime and makes the school go on priority cleaning which is bad. Our sections will not be cleaned, and the schools will be a mess and that does not look good for Cupe.

Marilyn MacAloney asked when can we have in person meetings again? Blake Corkill said we will discuss this at the next executive meeting.

Stephen Clarkson asked When we have in person meetings can we still have a zoom meeting for the people that can not make it in person meeting? Blake Corkill said yes, we will have to do this side by side at the same time.

Dan LeBlanc asked what can we do about easy connect the permanent people are not getting the head caretakers role when they are at the school? Blake Corkill said that on the first day a casual can go in and after that whoever is a permanent person can bump them and do the 2<sup>nd</sup> day of head caretaker's position.

Peter Bowker said that the new seniority list will be put out in February 2022.

Geoff Thompson wanted to remind people that Blake Corkill, Patrick Cumbo and Darlene Barrick are at the National Convention November 22-26 so please call someone else if there is a problem.

Patrick Cumbo made a motion to adjourn.

2<sup>nd</sup> it by Darlene Barrick

Vote

Carried.

## **Motions for the General Membership Meeting**

### **Motion # GMM-2021-94**

Sam Salvo made a motion to accept the Treasurer's report.

2<sup>nd</sup> it by Darlene Barrick

Vote

Carried.

### **Motion # GMM-2021-95**

Pat Amatangelo made a motion to accept the grievance report.

2<sup>nd</sup> it by Mark Lachowicz

Vote

Carried.

### **Motion # GMM-2021-96**

Darlene Barrick made a motion to accept the Health and Safety report.

2<sup>nd</sup> it by Sam Salvo

Vote

Carried.

### **Motion # GMM-2021-97**

Danny Catanyag made a motion to accept the P.D. Day report.

2<sup>nd</sup> it by Dave Winger

Vote

Carried.

**Motion # GMM-2021-98**

Sam Salvo made a motion to accept the Training report.

2<sup>nd</sup> it by Peter Bowker

Vote

Carried.

**Motion # GMM-2021-99**

Mark Lachowicz made a motion to accept the Staff Relations report.

2<sup>nd</sup> it by Danny Catanyag

Vote

Carried.

**Motion # GMM-2021-100**

Sam Salvo made a motion to accept the Wellness/WSIB report.

2<sup>nd</sup> it by Pat Amatangelo

Vote

Carried.

**Motion # GMM-2021-101**

Darlene Barrick made a motion to accept the Workload report.

2<sup>nd</sup> it by Patrick Cumbo

Vote

Carried.

**Motion # GMM-2021-102**

Blake Corkill made a motion to have Lynn Babich be on the elections committee.

2<sup>nd</sup> it by Darlene Barrick

Vote

Carried.

**Motion # GMM-2021-103**

Patrick Cumbo made a motion to adjourn.

2<sup>nd</sup> it by Darlene Barrick

Vote

Carried.