



Members Update for February 18th, 2022

February GMM – The members meeting for February will be held this Sunday at 10am. We did not have a meeting in January, so we do have some extra stuff to catch up on and share with members. **We will be changing how we conduct the meeting and requiring members to pre-register with Zoom ahead of time so that we can keep an accurate record of who is in attendance.** This will not affect members being able to use the Zoom app from a computer or phone or simply calling in by telephone to participate.

Topic: February GMM Time: Feb 20, 2022 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/83173963722?pwd=V3RKcDU1OXRNS2ZQaFY2bEtCaTQxdz09>

Meeting ID: 831 7396 3722 Passcode: 931451

Dial by your location +1 647 374 4685 Canada +1 647 558 0588 Canada

General Membership Meeting



Bargaining Committee – The Bargaining Committee met on Wednesday and went over a few things – most importantly of which was the Local Bargaining Survey. This survey will be coming out in the next few weeks and will give an opportunity for all our members to tell the Bargaining Committee what’s important to them. You’ll be able to rank the importance of certain items, tell us what you’d like to see stay the same and what you’d like to see changed. When all the results are in we’ll take them, rank them and those at the top will be our Bargaining Priorities for Local Bargaining that we will share with everyone long before bargaining starts later this year.

I’m hoping that next week I’ll be able to share with everyone a list of common items and if they are Central or Local items to assist everyone when they are filling out the local survey. I’m waiting for a response from OSBCU for an easy-to-understand form or chart to share with everyone. For example, wages are a Centrally negotiated item that we have no control over Locally.

Senior Management Follow Up - Myself and Mark had a follow up meeting with senior management yesterday – unfortunately Patrick couldn’t make it due to illness. The meeting went well and they provided responses to most of the concerns we raised last week. The most important one to the majority of our members is the classroom conditions situation. Stacey Zucker assured us that she has had conversations with Sue Dunlop about classroom conditions and the need for rooms to be left in a reasonable condition at the end of the instructional day so that they can be cleaned properly by our members. We talked about re-issuing the so called “Carpet Memo” from 2018 and updating it for all staff, and I expect that within a short amount of time that memo will be sent to all principals to share with their staff. The memo outlines what should and shouldn’t be left at the end of the day in each classroom. It was very clear and in their own words - “Caretakers should only spend as much time as scheduled in a classroom. If the classroom conditions do not allow enough time to fully clean a classroom, the caretaker should report to their FOS. The FOS will work with the Principal.” One very important part of the discussion around classroom conditions is this – CUPE members should not be giving direction to teaching staff about their classrooms and likewise, teaching staff should not be giving direction to caretaking staff about their performance. Our members do not confront teachers about their classroom conditions, and we don’t have to put up with teaching staff telling us we’re not doing our jobs properly. Our concerns go to our supervisors who deal with principals. Teacher concerns go to principals who deal with supervisors. If you run into a classroom that looks like a disaster happened – use a cell phone to take pictures and email them to the supervisor with room number and the date. If it happens repeatedly and there’s no action or change happening – get in touch with a steward and let us deal with it. This goes for daytime head caretakers as well. If you have teaching staff coming to you and saying “I don’t think my room was cleaned last night” - you should direct them to the principal and make sure the desks have been disinfected and the garbage can emptied at the very least. It’s not a head caretaker’s job to pass along cleaning concerns from teaching staff to our own members on afternoon shifts.

Bylaws – The Bylaw Committee will be meeting later today (snow day or not) to prepare paperwork for the National President’s Office to approve the passed proposals from our meeting back in January. I did get the go ahead from the CUPE National Regional Office to do this, so all the complaints have been resolved and it was found that the Local did in fact run a good meeting and stayed within the bounds of the CUPE National Constitution. I know that there was some members upset about the way things were done and hopefully next time we will make it easier as well as more accessible while still being able to validate voting results.

Casuals Information Meeting – (2nd week on the update) Because of the pandemic for the past two years, it’s been suggested that we host an information meeting for casuals. This meeting would be for general information for casuals and a town hall type meeting for general questions and answers. Casuals are often given misleading or incomplete information and aren’t properly informed of what they are entitled to, parts of our collective agreement, overtime allotments, etc. We want all our members to be properly informed about issues in the workplace and having a meeting can help with some of that. If you’re a casual who would be interested in a weekend meeting to discuss issues, send an email to our office at cupelocal4153@bellnet.ca and let us know.

Do You Like to Talk? - We need up to 15 members to help talk to, educate and engage with all of our members. If you’re at all interested in helping out with this along with some of our retirees, please let Janna or Pat Amatangelo know as soon as possible. Training is available with the OSBCU to help you gain some confidence and learn what’s coming up in the months ahead! You can email Janna at cupelocal4153@bellnet.ca and you can reach Pat at 905-518-7963

Snow Days Update – To say that there’s been confusion around the last few snow days would be an understatement. There’s been some on the supervisors side, and some on our members side. I just want to clear up some issues and provide some info for everyone.

- The bus company sends drivers out along routes starting as early as 4am to determine if it’s safe for their staff to drive the roads – the bus company then reports to both school boards if they will be operating or not. For our board, if the buses aren’t running, schools are closed to staff and students. In the Catholic board, schools remain open for parents wishing to send their children to school.
- The decision is then communicated to all staff and parents through the board website and Twitter around 6am. We have asked that CUPE staff be advised first due to the start times of our daytime staff but have been told that isn’t possible due to technical limitations.

- Once schools are closed, no staff is to remain on site and continue working. The goal is to get everyone home safely and determine a plan for any snow clearing once the storm has passed and roads are safe for travel. Supervisors cannot and will not give the OK to stay and clear snow at that point as they could be found liable for any injuries sustained after the decision has been made to close.
- The decision to call in staff to clear snow (depending on when the storm happens) is the responsibility of the Facilities Manager (Bob Avery) and Facilities Supervisors based on a number of factors as we all know some schools and areas of the city are hit harder depending on wind conditions, etc.
- No CUPE staff should be going in to clear any snow until they are called by their supervisor. Any calls that go out will give details of number of staff allowed to be on site and for how long – again, depending on a number of factors. Overtime is only assigned by supervisors and not our own members.
- I've included an email response below from Bob Avery yesterday morning about snow clearing and possible late morning arrivals due to road conditions for our daytime staff which should help clear up some concerns.

Good morning gentlemen,

I know that there is a push in the works to go back and analyze all the snow removal maps for larger schools that likely require more than 3 hours to adequately remove snow. Is there a time frame to have that completed as we likely have a snow event coming tonight and possibly a few more times before the end of March?

In the event that there is a possible snow event and roads are treacherous, will there be a grace period extended to head caretakers and other early morning staff if they are late to work and school is not cancelled but it has taken them extra time to travel due to road conditions? For instance, if a head caretaker doesn't arrive until 6:20am due to poor road conditions, will that member be at risk of discipline?

Blake Corkill
 Head Caretaker Memorial School
 CUPE 4153 President
 Phone 289-527-3019

From: Robert Avery [Staff] <ravery@hwdsb.on.ca>

Sent: Thursday, February 17, 2022 10:21 AM

To: Blake Corkill [Staff] <bcorkill@hwdsb.on.ca>

Cc: David Anderson [Staff] <daanders@hwdsb.on.ca>; David Winger [Staff] <dwinger@hwdsb.on.ca>; Mark Lachowicz [Staff] <mlachowi@hwdsb.on.ca>

Subject: Re: Two Questions for Snow Events

Hi Blake.

In the event that someone is late the weather will be taken into consideration.

The snow will be dealt with on a event by event basis. I have recently gone over the snow drawings and it is difficult to ascertain the volume of work based on the drawings.

We will assess and respond with labour at each site based on weather, feedback of caretaking, and general conditions in order to mitigate safety concerns.

Thank you.

Sent from my iPhone

EasyConnect Hours – So apparently EasyConnect can't count properly. There has been a number of incidents where for example I have been booked off for meetings for 4.5 hours and EasyConnect has shown the hours for the job as being 6 hours. The employer is working with EasyConnect to solve the issue or remove the hours allotted altogether. It is the opinion of the Local that all casual members picking up jobs on EasyConnect only include the actual hours worked on their timesheets and not go by the EasyConnect hours to avoid any time fraud allegations against them. If you are picking up a job for 5 hours, then you should include only those 5 hours on your timesheet for that day regardless of what the software says.

On a closing note, I want to address an issue that's come up quite a bit lately and it's causing friction between members of the Local when it shouldn't be. On one hand, we have some permanent staff who are angry with casuals because they can choose which schools they get to go to, which shifts they want to work and even what positions they cover for. On the other hand, we have casuals who are just following the rules with the new coverage system the employer has put in place. I've heard the arguments about "we had to go where Mark/Eva told us to go – we didn't have a choice" and "they shouldn't get to cherry pick their jobs". But here's the thing – they do get to choose. And while I think EasyConnect is a steaming pile of crap – it wasn't the casuals who put it in place and started using it – it was the employer. The casuals are simply following the rules and while I can question the motives of the employer on a number of issues – any bad feelings about how it works or doesn't work should be directed at the employer – NOT our own members. By the same token, casuals shouldn't be walking into a building and bad mouthing staff at other schools they've been to or telling everyone else that "I only cover for head caretakers – you'll never catch me doing an assistants job." Both of those are things I've heard being said in my own building.

We all have a role to play and we're all in this together. Bad mouthing each other, talking down about other members and misdirecting frustrations at each other instead of the employer are not going to help us in the next 8 months. If there's ever a time that we needed to be operating as one big unit – it's now.

We have to be functioning as one. We have to defend one another. We have to stick up for one another. We have to look at what's best for all of us and not just ourselves. Build each other up, not tear each other down. That's how we make gains. That's how we achieve wins. That's how we make changes for the better.

We have a new Premier to elect. We have a contract to bargain. We have school board Trustees to elect. All things we need to be working together on so we can protect our jobs and our livelihoods for years to come.

Cheers,

Blake