

## Members Update for March 11th, 2022

**Staff Relations Meetings** – Your Executive met together on Tuesday and agreed to continue our suspension of Staff Relations meetings with the employer. Currently, at least 3 of the 9 worker groups at the HWDSB are not in regular talks with the employer for various reasons. Our biggest concern is the lack of attention and urgency with regards to classroom conditions. Yes, they did re-issue the classroom conditions memo last week. But there's a couple things you probably aren't aware of. Number one – in some schools, that memo wasn't circulated to all staff and even if it was – it was buried with about 8 other memos and wasn't paid attention to. Number two – I did ask that Dave Anderson give directions to supervisors to pick one school a day from their group of schools for 6 days (last Thursday and all this week) and show up at the end of the instructional day and do a walk through of the school and document classrooms that were left in an unsatisfactory condition. That request went without a reply at all. I've copied the email below so you can see for yourselves how easy this would have been – and how little attention it was given.

Starting today, we've got a new way for members to share classroom conditions with us that we will be passing along to senior managers on a daily basis to prove to them that the issue of classroom conditions is number one with our members. So far, our own supervisors don't seem to pay attention to anyone but principals when it comes to classroom conditions, so we'll go above them. It contributes to our daily workload, our mental health, anxiety, repetitive injuries and many more issues. We have set up a "classroom condition hotline" of sorts to report classrooms left in really bad shape at the end of the day. You can now email [filthyclassrooms@gmail.com](mailto:filthyclassrooms@gmail.com) with your pictures. We also need to know what school and classroom number the pictures were taken in. Daily or every other day, one of our Executive will check those emails and forward those emails to Associate Director Stacey Zucker (Bob's boss's boss) and the Superintendent for the school the pictures were taken from. Principals fall under the direction of Superintendents. When you find a classroom in your section that's been left in a terrible state, take a few pictures, make note of the classroom number along with the school you're at and send an email to [filthyclassrooms@gmail.com](mailto:filthyclassrooms@gmail.com) - and we'll handle the rest.

As promised, here's a copy of the email asking for supervisors to do inspections....

**From:** Blake Corkill [Staff] <[bcorkill@hwdsb.on.ca](mailto:bcorkill@hwdsb.on.ca)>

Sent: March 3, 2022 7:27 AM

To: Stacey Zucker [Staff] <[szucker@hwdsb.on.ca](mailto:szucker@hwdsb.on.ca)>; David Anderson [Staff] <[daanders@hwdsb.on.ca](mailto:daanders@hwdsb.on.ca)>

Subject: classroom conditions

Stacey and Dave,

After our follow up meeting two weeks ago about numerous CUPE concerns, there has yet to be a staff wide re-issue of the 'carpet memo' which would assist in clarifying roles and expectations on end of instructional day conditions. With the release of a number of administrative memo's this week - this would have been an opportune time to do this.

There is something concrete that the employer can and should be doing. Supervisors in each zone should be directed to visit each of their schools at the end of the instructional day and perform a documented walk around of all instructional areas. This should be done without announcing which day they are coming to school administration.

We have 6 instructional days left before March break. That's an opportunity for 6 schools in each zone to be inspected. Problem rooms should be documented and relayed to school administration. The lack of supervisor involvement at the end of the instructional day is a key component for my members to gain confidence in their supervisors actually representing them instead of just criticizing them when someone complains.

Blake Corkill

President, CUPE 4153



**Social Committee Get Together** – Our Social Committee has been waiting for this day just as much as we all have for the past two years – and it’s time to have a get together, IN PERSON! No union business, no votes, no Zoom or Teams meeting – just a good old in person fun time!

**When – April 9<sup>th</sup> @ 7pm** **Where – EndZone Bar 1305 Main St. East (across from Delta High School)**

Let us know you’re coming – If you plan to attend, please let Darlene Barrick know by texting or calling 289-237-8505

**Covid Restrictions at Work** - As Covid restrictions begin to loosen up across the province and in certain areas like Education, some of the work we do and how we do it will be affected with new guidelines. I have included a memo sent to principals yesterday afternoon. Then last night, the HWDSB Trustees voted to keep masking in place until April 15<sup>th</sup>. As of first thing Friday morning, nobody has confirmation if what the Trustees did is even legal and there’s already whispers of lawsuits brewing. Good thing that someone has all next week to figure this out and let us know. For next week, all guidelines and precautions are still in place so while you’re busy doing March break stuff at your school – keep up with the masking, social distancing, paying attention to how many can be in your caretaking office at one time, etc. Stay tuned for more updates on this one!

**March Membership Meeting** – **We’re trying to find a way to meet in person.** I don’t think anyone wants another online meeting – especially the ones who have to try and organize and run it. LOL. Hopefully by early next week we’ll have a firm answer on what’s happening. We already had one plan fall through, but we’re hoping our backup plan will be a go for Sunday March 20<sup>th</sup>, which will be our next meeting.

**Upcoming Important Dates** – Mark your calendars folks – we've got some dates lined up for you in the next few months!

March 20 <sup>th</sup> – Monthly Members Meeting	April 9 <sup>th</sup> – Social Night at EndZone Bar
April 24 <sup>th</sup> – Monthly Members Meeting	May 15 <sup>th</sup> – Monthly Members Meeting & Election Nominations
June 23 <sup>rd</sup> – Election Day	June 26 <sup>th</sup> – Monthly Members Meeting & New Union Positions

**Election Committee** – **We need 3 members to help organize and oversee our June elections.** These 3 members cannot be running for any positions in the election. Your roles will be to contact nominees to determine if they accept or decline their nominations, scrutinize election campaign materials and handle any election day issues from members, along with any other questions or concerns that come up during the election process. If you are interested in helping the Local by serving on the Election Committee, please email the office at [cupelocal4153@bellnet.ca](mailto:cupelocal4153@bellnet.ca) and let Janna know.

**Local Bargaining Survey** – In order to prepare for local bargaining this fall with the employer – **WE NEED YOUR INPUT!** The 7 members of the bargaining team will be working over the next several months and going over our local agreement to formulate proposals for the benefit of our members and **the most important piece of that is collecting information from you the members.**

A short survey will be sent to all members that we have active email addresses for on Monday morning (March 14<sup>th</sup> @ 8am) that will ask various questions and ask you to rank 18 different issues that affect our local bargaining. There will also be an opportunity for you to include anything you have concerns about as it relates to local bargaining. In order that you can prepare yourself for what those 18 issues are and see how you might rank them, I'll include them below so you can start thinking about them and don't have to spend a lot of time completing the online survey. Members will have until Friday, March 18<sup>th</sup> @ 5pm to log in and complete the survey and I'm really hoping that we have at least 70% of our members complete it so we have a very clear picture of what is most important to our members. After the survey is complete, the bargaining team will meet to go over all the input we have received and begin work on proposals that will be brought to the membership in the next few months.


**Please encourage all your co-workers to spend a few minutes to log in and complete the survey next week. Permanent, casual, maintenance, caretaking – everyone should take a couple minutes to tell us what YOU want from your bargaining team.**

The items you will be asked to rank in order from 1-18 (1 being most important) are listed below so you can think about them beforehand.

- |                        |                              |                   |                             |                         |                  |               |
|------------------------|------------------------------|-------------------|-----------------------------|-------------------------|------------------|---------------|
| Scheduling             | Seniority                    | Job Postings      | Layoff & Recall             | Language                | Job Descriptions | Hours of Work |
| Replacement Procedures |                              | Leaves of Absence | Workload                    | Allowances & Premiums   |                  |               |
| Overtime               |                              |                   |                             |                         |                  |               |
| Long Term Disability   | Work Trucks & Tool Allowance |                   | Classroom Conditions        | Fair Market Evaluations |                  |               |
| HWDSB Training Courses | Health & Safety Issues       |                   | Incllement Weather Closures |                         |                  |               |

**CUPE 4153 Wear** – I will leave this on for this week and then see how many people are possibly interested. We're looking at ordering some apparel with our logo on it to be sold to our members. Shirts, jackets, toques, etc. But first, we want to gauge interest in doing this before we put in an order for a few of each to keep at the office to be sold and then order again as necessary. If you are interested, please email the office at [cupelocal4153@bellnet.ca](mailto:cupelocal4153@bellnet.ca) and let Janna know what types of clothing you'd be interested in purchasing!

**Support for Ukraine** – I'm sure all of us have watched in absolute disgust and horror as hospitals and homes have been bombed along with likely thousands of innocent civilians have lost their lives in the past few weeks because of the Russian invasion. Like me, I'm sure many of you have already made donations to help out the Ukrainian people. If you haven't found a way you can trust to support them – here's an easy way that was passed along to me last night by one of our retired members. If you have other local ways to support and want to share them, please email them to me and I'll include them next week.



Liked by heatherp05 and 184 others

joyceofcooking 🙏 Please share with the community.

For those in Hamilton looking for a way to support the Ukrainian community right now, Holy Spirit Ukrainian Catholic Church is accepting donations like clothing, non perishable foods and other essential items like gauze, diapers, and first aid kits. (full list on their website). On their website (<https://holyspirit.hsucc.ca>) they listed other ways to donate and help.

You can also support the Ukrainian community and church by ordering some perogies and cabbage rolls. (Order by Tuesday for Thursday pick up).

Perogies with potato and cheddar cheese \$7/dozen  
Perogies with sauerkraut \$7/dozen  
Cabbage rolls \$14/dozen  
(Price subject to change).

To order either call 905-545-2914 or email [holy.spirit@hsucc.ca](mailto:holy.spirit@hsucc.ca)  
Pick up is 15 St. Olga Street in Hamilton. Once you enter the church, head downstairs and the lovely people will help you out.

As a wrap-up, I want to thank our Executive and stewards for their support and extra work while I was away last week. For the next little while, most days after 2pm I won't be available. During the week while I'm not busy in my own school, I am around and trying to answer the calls and emails that come my way.

Cheers,

Blake

## INTERNAL MEMO

<b>DATE:</b>	March 10, 2022
<b>TO:</b>	Elementary and Secondary Principals and Vice Principals CC: Managers, Executive Assistants
<b>FROM:</b>	Executive Council
<b>SUBJECT:</b>	<b>ACTION: Lifting of Health and Safety Measures in Schools</b>

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### MESSAGE:

We continue to align our measures with Ministry direction to support a return to a “new normal” in schools and learning spaces. This memo outlines changes as we adapt our COVID-19 pandemic response to an evolving health environment. All guidance below is consistent with provincial direction and based on advice from the Office of the Chief Medical Officer of Health.

We appreciate that changes in public health measures that have been in place for many months may create feelings of anxiety and stress within your school community. We ask you to stay consistent with what follows and help those you support as we implement this next stage of the pandemic recovery.

We will be reviewing all current protocols and redistribute them with updates after the March Break.

Many of the messages within this memo will be shared in an all-staff message tonight and then with families tomorrow.

To support you in any questions that you might have, we are offering an optional drop-in session tomorrow at 9:30. We also recommend that you consider using the March 24<sup>th</sup> staff meeting to problem solve with staff and create an implementation plan for these changes that respond best to the needs of your school and school community.

Changes in Schools as of Monday, March 21:

#### Masks

- Masking is no longer required for students, staff and visitors in schools, school board offices and on student transportation. Eye protection is no longer required.
- That said, students and staff may choose to continue to wear masks and/or eye protection, and the Board will continue to deliver PPE to schools until the end of June. Please refer to the [N95 Reminders for Staff Memo](#) for more information should staff want to change their choice of mask.
- **We ask that you and your staff promote respectful, welcoming and inclusive practices in the school for both those who choose to wear a mask and those who do not.**
- There will be changes to our approach to Aerosol Generating Medical Procedures (AGMP) that previously prevented a small number of students from participating in class with their peers. Such students have continuous suctioning requirements. Some additional measures may be needed to support these students and will be communicated directly to impacted schools. John Manzin, System Principal – Specialized Services, will communicate any new measures that may be required before a student is able to return to the classroom space to receive their educational program.
- As a reminder, under federal international travel requirements, upon return individuals who are exempt from quarantine must wear a mask at all times when in public spaces. Here is a summary of the requirements for travellers:
  - Unvaccinated children under 12 accompanied by a fully vaccinated travel companion do not need to quarantine and can attend school upon return to Canada
  - Unvaccinated travellers 12 or older must quarantine upon return
  - Other special exemptions may apply: travel for medical treatment, cross-border custody, proof of medical exception to COVID-19 vaccination, etc.

## Cohorting and Distancing

- Cohorting and distancing is lifted for all schools inside and at recesses/lunch time. Many schools have used zones based on grades or divisions on the school playground to support supervision. Please feel free to return to that organization if it best addresses your site.
- Shared spaces such as libraries/learning commons, labs, theatres, auditoria and music rooms can be fully utilized without distancing. Programs across grades such as reading buddies can occur. Assemblies, performances, open houses, formals, proms and commencements can also be planned.
- Staff rooms and other teacher workspaces may be fully utilized without distancing or assigned seating.
- Classes can be combined if necessary to support student safety if student or staff absences make this necessary.

## Classroom Set-up

- Students may be grouped and can share tables for instruction and for lunch in all classrooms and learning spaces. Plexi-glass is no longer needed in classrooms. Please work with your staff to create a plan that works for all involved.

## Daily Confirmation of Screening

- Daily on-site confirmation of screening for all students and staff (both in-school and at the Education Centre) will no longer be required. Staff and students should continue to self-screen every day using the [COVID-19 School and Child Care Screening Tool](#). There is no need to see verification using a device (i.e., green check mark), or a parent signature on a calendar.
- Staff do not need to enter their COVID-19 Screening results through the Employee Portal.

## Isolation and Use of the COVID-19 School and Child Care Screening Tool

- The provincial [COVID-19 School and Child Care Screening Tool](#) has been updated. The key change is with respect to household members of someone isolating with a positive COVID-19 test, COVID-19 symptoms or someone isolating waiting for test results. Previously, all household members were required to isolate along with their symptomatic/positive housemate.
- Now, household members will no longer need to isolate if any single one of the following is true:
  - they are 18 or older and have received their booster, **and/or**
  - they are 17 or younger and are fully vaccinated **and/or**
  - they have completed their isolation after testing positive in the last 90 days (using a rapid antigen, rapid molecular, or PCR test), **and/or**
  - the ill/positive household member is isolating because of COVID-19 symptoms but has already tested negative on one PCR or rapid molecular test, or two rapid antigen tests
  - Household members who do not need to isolate because of the above, must wear a mask in public settings for the next 10 days, avoid activities requiring masks to be removed (not including eating/drinking), and avoid high risk settings.
- If none of the above are true, the household member would fail the daily screening and would be advised to isolate alongside their symptomatic/positive member of their household.
- Please keep in mind that Principals are directing families and staff to the Screening Tool. There is no expectation that you verify the information or confirm the status

## Signage in Schools/Water Fountains

- Facilities will begin to remove distancing and capacity signage in schools over the March Break.
- Water fountains will become operational over the coming weeks. We recommend you continue to encourage students and staff to bring a water bottle to school to use.

## Music, Physical Education, Athletics

- No masking is required for music classes, bands, choirs or any arts performances
- No masking is required for Phys. Ed classes, athletes or coaches

## Excursions



- Planning for excursions can begin. More information will be shared in the coming weeks regarding requirements for excursions as outlined in the [Educational Excursions Policy](#) and [Procedure](#). We will offer an administrator drop-in to review requirements and answer questions.
- This is an opportunity to intentionally take time to consider and engage staff in conversations about excursions from an inclusive lens.

### **Elementary/Secondary Spectators at Athletic Events and Arts Performances Outside the School Day**

- All athletic events will permit spectators
- No capacity limits and distancing not required
- Spectators are responsible for self-screening, but there is no expectation that this is monitored
- Masking is not required

### **Fundraising**

- All fundraising may continue in schools. Please take some time to consider and discuss with staff any potential barriers that past fundraising practices have created in your school. Consider who participates and who does not, what assumptions are being made about students and how accessible or inclusive the activity is within your school site.

### **Elementary Remote Learning**

- When a parent/guardian requests a move to Remote Learning, please use the Extraordinary Circumstances Process. There is limited space in Remote Learning at this time; please do not guarantee a request will be granted. A short-term virtual learning program is not available.

### **Secondary eLearning**

- Requests for a shift to eLearning should be directed to Student Services for a timetable change. The courses available are limited at this time; please do not guarantee a request can be fulfilled.

### **Immunization Disclosure:**

- Effective March 14, 2022, the instructions issued by the Ontario Chief Medical Officer of Health related to immunization disclosure policies will be revoked across all sectors including school boards.
- Therefore, there will be no further need for immunization disclosure for staff, visitors, volunteers or third-party service providers. We will remove access to the Third-Party Immunization Disclosure file.
- All reporting for any of the above will end.

**Visitors to Schools (replaces March 8-22 Memo)**

- We want any visitors to schools to feel welcome and safe. Principals are responsible for the safety of staff and students and have the authority to allow or deny visitor entrance to schools. Understanding that moving to open schools to visitors is a change after two years of restrictions and may cause some anxiety, we recommend you have a conversation with school staff and with school councils to discuss exemplary practices for visitors to schools and surface questions or concerns.
- A medical mask will be provided by the school if visitor requests one.

**HWDSB requires that:**

- All visitors must check in at the office to sign in and out. A digital visitors’ log should be maintained by office staff for this purpose.
- All visitors will wait at the office until they are invited to the location in the school where they will be for their visit. Exemplary practice is for someone (staff or students) to accompany them to that location and point out the adult washrooms they may use.

This updated chart recognizes that schools need time to consider and implement processes for school visitors, especially pick up and drop off and volunteers. Please refer to the [Volunteer Policy](#) and [Procedure](#) for the intake, screening and orientation process required for all volunteers.

	Visitors, Volunteers and Third Party Providers
March 21	<ul style="list-style-type: none"> <li>• 1:1 parent meetings</li> <li>• Guest speakers in-person to support program (SHSM, Indigenous, etc.)</li> <li>• Ward trustee visits with FOS-SOSA</li> <li>• Spectators for art performances and athletics <b>outside</b> of the school day</li> <li>• Media with approval by Communications and FOS-SOSA</li> <li>• Essential volunteers</li> </ul>
April 4	<ul style="list-style-type: none"> <li>• Visits for new families/new student registrants (more information to follow about K orientation for 2022-23)</li> <li>• Parents may enter office for student pick up during the day (illness, appointments etc.)</li> <li>• 3<sup>rd</sup> party trainers for staff professional learning</li> <li>• May have larger meetings with parents (e.g., IPRC, intake)</li> <li>• School volunteers (e.g., fundraising, excursions)</li> </ul>

	<ul style="list-style-type: none"><li>• School Council/Home and School. Please consider offering a hybrid approach to be most inclusive of all parents.</li><li>• Spectators for arts performances during the school day</li><li>• Classroom volunteers</li></ul>
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## Unchanged Measures

### **Hand hygiene, Respiratory Etiquette and Cleaning**

- Hand hygiene and respiratory etiquette should continue to be promoted and integrated through the school day
- Schools are expected to continue with appropriate cleaning protocols in place

### **Go Secure/ART and School Website Posts**

- Schools will continue to report daily absences through GoSecure and the ART tool. This process will be reviewed by the province to determine if this will be a continued expectation past April 14<sup>th</sup>. In addition, schools are expected to continue to report any combined staff/student absences that exceed 35% directly to PH and to your FOS SOSA
- Schools will continue to post any reports of positive cases on school websites. This process is voluntary for parents and staff. Please continue to use the template provided.

### **Rapid Antigen Testing**

- Shipments of RATs will continue to schools for at home, symptomatic testing only for staff, students and children. Please continue to distribute as we have in the past, including replenishing families who have returned from an unplanned absence. As a reminder, these can be handed out as the kits of 5. There is no need to take apart the kits for distribution.

### **Symptomatic Students/Staff at School**

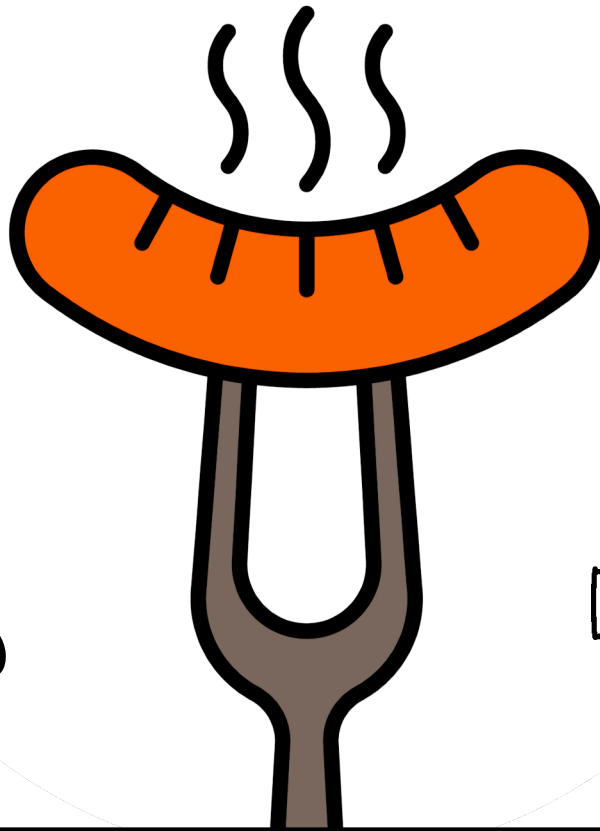
- Students or staff who become ill while at school will continue to be isolated and sent home based on criteria included in the daily screening tool.

Please speak to your FOS-SOSA with any questions. We will also answer questions as time permits at the drop-in session tomorrow.

# CUPE

4153

FUN  
FOOD  
FRIENDS



RSVP:

Darlene Barrick  
289-237-8505

Social Event

April 9, 2022 @ 7pm

**END ZONE**  
BAR & GRILL  
A Place where Food & Sports are King!

1305 Main Street East