



Members Update for March 18th, 2022

March Members Meeting – Unfortunately, a couple things fell through with booking a hall for our March meeting and we'll have to do one more month of meeting online with Zoom. It is one of our primary goals – as long as the provincial guidelines don't go backwards – to meet in person for all future monthly meetings. The online meetings are a hassle for everyone, including some of us that have to prepare things ahead of time and do multiple jobs during a meeting. We know that it's the end of March Break and we might not have quorum, but we're going to try and have this meeting anyhow. If we get quorum, we'll keep things as short as possible and if we don't have quorum – we hope to see you all face to face next month and get everyone caught up on everything. You'll find the link below to log in.

The agenda for the meeting and the last meeting minutes from November are included as attachments with this email update.

Zoom Meeting Topic: **Hopefully the last Zoom we will have!!!**

Time: Mar 20, 2022 10:00 AM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/83101858167?pwd=MjBvYTVTeIF2bEJsSjgvVmcweDRyQT09>

Meeting ID: 831 0185 8167 Passcode: 344891

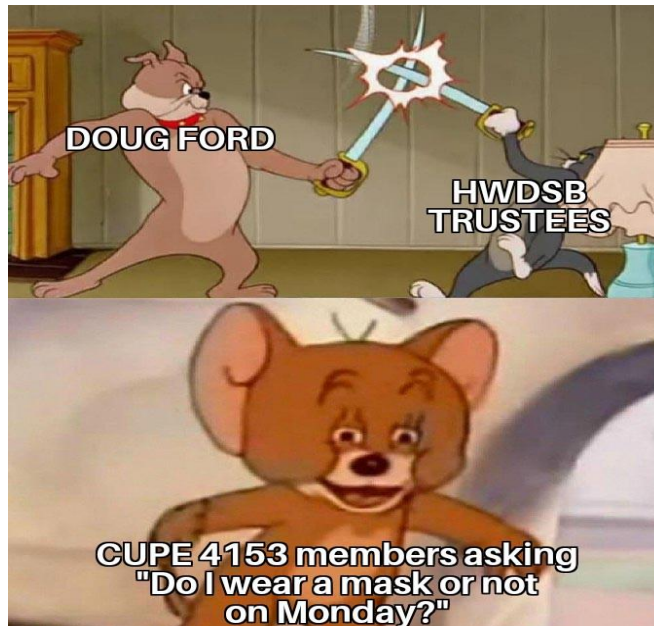
+1 647 374 4685 Canada +1 647 558 0588 Canada

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 9th @ 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

To Mask or Not To Mask? - I'm starting to think I should just put updates out on Mondays so I don't have to change them late on Thursday nights LOL. So, the province is saying one thing, our HWDSB Trustees are saying another. And because nobody has answered the trustees yet, they are proceeding with their motion that is furthering the mask wearing until at least April 1st. There was an all staff email sent out from our interim Director yesterday afternoon outlining the entire mask issue from the past week and a half, so I won't bore you and regurgitate it all here. By the looks of things, if you don't want to wear a mask, simply email your supervisor and tell them you're requesting an exemption and no medical documentation will be required. But even if you don't request one, the board will be "supportive and non-punitive" - whatever that means - if staff aren't wearing masks without asking for an exemption. To say this whole issue is a mess would be an understatement. The Local isn't taking a stand on if you should wear a mask or not – it's your personal choice and everyone should respect those choices even if they don't agree with them.



Local Bargaining Survey – I want to thank everyone who has taken the time to give feedback on what’s important to them in our local bargaining later this year. The survey was sent to all the personal email addresses we had on file on Monday morning and the survey is open to be completed until 5pm this afternoon. Next week on Tuesday and Wednesday, the bargaining committee will be meeting to go through the results and begin to prepare proposals for bargaining which need to be sent to OSBCU to ensure there is no crossover between central and local bargaining issues.

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

March 20th – Monthly Members Meeting

April 9th – Social Night at EndZone Bar

April 24th – Monthly Members Meeting

May 15th – Monthly Members Meeting & Election Nominations

June 23rd – Election Day

June 26th – 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 and let Janna know.

Your Retirement Fund – If you’re anything like me and see the amount of money deducted from each pay for your OMERS contributions, you would like to think that all that money is being invested wisely and looked after. Well, there are many groups that are a part of OMERS that have concerns about the investment strategies, executive compensation and overall returns on investments. CUPE Ontario has a campaign to FIX OMERS and you can let your voice be heard by visiting <https://cupe.on.ca/fixomers/> and adding your name to an electronic letter to be sent to OMERS on your behalf as a plan member.



An Uncomfortable Situation – There's things I wish I didn't have to address and this is one of them. We have members that are making life uncomfortable and miserable for other members by their words, actions, intimidations and harassment. A large number of these incidents are male members targeting female members and making the thought of coming to work uncomfortable, stressful and anxious. Let me be clear – in NO way will this Local ever stick up for a member that goes against everything our CUPE Equality Statement stands for. If you have something against another member that's personal – remember that we operate in a workplace that is governed by a number of different pieces of legislation, acts and policies. Harassment, discrimination, bullying and many other issues do not and should not be brought into the workplace under any circumstances. If you feel you are being targeted – the Local will support and assist in any way we possibly can. Bad behavior needs to be documented and reported to your supervisor. If you see it or hear it being done to someone else – report it. Harassment is not a joke. Bullying is not a joke. Someone's ethnic background is not a joke. Sexual preference is not a joke. Stating that a woman isn't capable of doing a "man's job" isn't a joke.

If members are found guilty of these offences, it can lead to termination so please remember we're on the same team and when you're at work – everyone deserves respect and dignity when dealing with them.

Private Investigators – As we mentioned previously, the HWDSB does use the services of private investigation companies to track employees they suspect of abusing sick time. While the Local has never encouraged the misuse of sick days, all of our members need to be aware and remember that sick days are a negotiated benefit for us. Sick days are to be used when you are not well enough to attend work. There have been multiple emails sent over the past few years about what is and what is not acceptable for using a sick day for. For example – taking your pet for a vet appointment is not what a sick day is for. Taking your aging parent for an appointment is not what a sick day is for either. Taking Friday the 13th as a sick day and riding your hog to Port Dover – not a good idea. We are seeing more and more evidence of the employer using private investigators and members putting themselves at risk for misusing sick time. If you aren't feeling well enough to come to work, we absolutely support using sick time to protect yourself and your co-workers. Bottom line is this – if you're not well enough to work, use the sick time that's been negotiated for you. If you're using sick time for other things – you're putting yourself at risk and the Local will not be in a position to assist you in a positive way if you are investigated with evidence by the Human Resources department.

I hope you all have a chance to enjoy your weekend before our students and co-workers come back on Monday!

Cheers,

Blake