



Members Update for April 1st, 2022

April 1st is special to my family. Many years ago, my parents used to take advantage of April Fool's Day and play practical jokes on each other. I remember stories of my mom packing my dad's lunch and making sandwiches for his lunch and leaving the wrapper on the cheese slices so when he would bite into it there would be a bit of plastic for him to taste. In return one year, my dad wrapped the toilet in plastic wrap then left for work on dayshift so when she got up later and went to do her business, well, you can imagine the howls from the bathroom. Then many years later, my youngest daughter was born on April 1st and today turns 19 so while I'm occupied all day in mediation meetings for a few of our members trying to get their jobs back – part of me will be thinking about all the good times we've had celebrating my April Fool's baby! And now, onto the update for you....

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

OSBCU Working Conditions Survey – Our provincial team at OSBCU have developed a working conditions survey that they are encouraging all members to complete by April 14th at the latest. I encourage you to take the time (about 5 minutes) to complete the survey which will help OSBCU create proposals and ideas for bargaining items that can benefit all our members across the province. You can find the survey by clicking the link below.

<https://survey-sondage.cupe.ca/index.php/441644?lang=en>

Election Committee – We need 3 members to help organize and oversee our June elections. These 3 members cannot run 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.

Classroom Conditions - If you're having issue with classrooms left in terrible conditions on a regular basis, please email your school, classroom number and a few pictures of the classroom to classroomconditions@gmail.com and we'll make sure they get passed along to senior managers.

Bargaining Team – Your bargaining team met again for two days this week to continue working our way through the local collective agreement and coming up with language and proposals for bargaining later this year. I want to thank the bargaining team for their time and input on behalf of all our members as we work through this process as we bring our own ideas and mix them with the results from the bargaining survey to come up with a mix of ideas and language to benefit all our members on local issues.

Letters to the future Premier – Some of our mobilizing team members have been active this week going from school to school and asking members to sign a letter to the future Premier after the provincial election that will happen in June. We encourage all our members to sign the letter and tell the future Premier to make properly funding Education in Ontario a priority for their government. The goal of this first of four “challenges” from the OSBCU is that 60% of members across the province will agree to sign the letter. My hope and goal for our own local is that at least 80% will sign it. Once we collect all the signatures, we will report that to OSBCU and forward the letters to them and they will be presented to the leaders of the provincial political parties ahead of the election. And yes, as a thank you for adding your signature to thousands of others across the province, we have a pen for everyone who signs to keep with our logo and website address on it for you to keep and use for jotting notes down or flip it around and use the rubber tip to scroll through TikTok videos on your lunch break!

Along with the letter, there's a few resources you can read up on to give you facts for yourself when you have conversations with friends and family about the state of Education in Ontario and what can happen if it is properly funded by the next government. You can read those resources by following the links below.

<https://osbcu.ca/news/ten-years-of-cuts/>

https://www.stcatharinesstandard.ca/opinion/contributors/2022/03/26/education-workers-are-on-the-brink-of-poverty.html?fbclid=IwAR15LCJaoTGejnTUPmuoqlqghGu9s9v2PiciOOZ_BVmoybcaDO0sDrCrrOw

Overtime Issues & Wheels – I was told that there's been many comments and questions on Facebook about overtime and lieu time now that rentals in our buildings are opening up again. I'll do my best to be as brief as possible with some of the basic rules to make it clear to everyone here.

All overtime wheels in schools reset each year on September 1st. Once it is reset on September 1st, the order doesn't change until the following year, regardless of staff changes in the school. Let's make up a scenario from Wendell Clark Public School. Wendell school has five permanent staff members and on September 1st the overtime wheel is made up from the seniority of those 5 permanent members. It does not get made up from head caretaker on down. Their overtime wheel looks something like this:

Doug – 23 years seniority – Assistant Caretaker 1

Skippy – 18 years seniority – Head Caretaker

Cindy Lou – 13 years seniority – Caretaker

Kyla – 9 years seniority – Assistant Caretaker 3

Mindy – 4 years seniority – Assistant Caretaker 2

The first rental is received by the school for a Saturday and Doug wants to work it – so he does. The next overtime opportunity goes to Skippy. If Skippy can't work it due to a family birthday party, the wheel goes by him and it's offered to Cindy Lou. Skippy can't make a side deal with anyone else to trade places on the wheel. You work it, or you wait until your turn comes around again.

Then in December, Cindy Lou decides to post to Doug Gilmour Secondary School and Melinda posts into Cindy's section as the Caretaker. For the rest of the year, Melinda assumes Cindy Lou's position on the wheel until next September when the wheel is created by seniority again. Melinda does not go to the bottom of the wheel automatically when she arrives at the school. Currently, there's no daily limit on the overtime hours you can work during a rental in one day. Alternatively, if Cindy Lou is off and Yazmin is a casual covering for her – she takes Cindy Lou's place on the wheel until she returns.

You can use the overtime as pay or as lieu time. If you want to bank the time for lieu, you will need to fill out a lieu time form and submit that to your supervisor when the rental is over. The Local STRONGLY suggests completing the form and making a photocopy of it to give your supervisor and keep the original for yourself, so you are aware of how many lieu time hours you have to take off in the future and if there is a discrepancy, you can back up how many hours you have to take. One note to make to all members is that the employer takes time fraud very seriously. If you are covering a rental that is scheduled for 6 hours and they finish early and you lock up and go home after 4 ½ hours, you only claim 4 ½ hours on your timesheet or lieu time sheet – not 6 hours. Time fraud can cost you your job due to a breach of trust with the employer. Padding your timesheet is NOT worth your job. Members can accumulate lieu time up to 10 days worth of your POSTED position. If you own a 30 hour position, you can accumulate 60 hours (10 working days) of lieu time during the period between September 1st and August 31st each year. Any unused lieu time on August 31st will be paid out to members and on September 1st when the overtime wheels reset, all members lieu time goes back to zero and we all start banking time again.

EasyConnect – There will be an email going out today with some changes to EasyConnect. They have made some changes (starting Monday) so that 4 and 6 hour permanent members will be able to access the job board to top themselves up. This should make things easier for members to look for themselves and choose if they want to top up or not – instead of waiting on a call back from a supervisor to find you something. The system isn't perfect by any means – we all know that. But this hopefully will be an improvement they made based on our feedback. **This will only affect our 4/6 hour members. NOTHING changes on EasyConnect for our casuals and they will continue to use EasyConnect just as they have been.**

I've booked vacation – now what?! - There's been a few questions floating around about booking vacations that I can now answer with 100% certainty. Permanent members are required to book their vacations through the web portal. But what happens then? I've heard some members being told to enter their vacation time in EasyConnect themselves. Others being told that the system does it automatically. And some being told that it's the supervisors job to transfer the absence over to EasyConnect once the vacation is approved in the web portal. So – which is it?

CUPE staff are to book their holidays through the web portal and that's where their responsibilities end. Supervisors approve the holidays and then transfer the absence to EasyConnect so it can be filled. Anyone told any different than that should politely refer the issue to Bob Avery or myself.

As an attachment, I've included the latest OSBCU newsletter for you to read as well. Anyone who has signed up with OSBCU to receive their emails will have likely already seen this, but for those that haven't - have a peek at it.

It's supposed to be a fantastic weather weekend so be sure to set some time aside to get out and enjoy it. Spring is around the corner and while I wouldn't be putting the shovels away just yet – we're getting closer and closer as each day goes by!

Have a fantastic weekend everyone!

Cheers,

Blake