



Members Update for April 14th, 2022

Recycling News – Our very own YouTube bodybuilding sensation Robbie Bonds deserves a shout out for pushing the employer to get recycling back in our schools. And now that the board has brought recycling back to the schools, I figured now would be a good time to go over some of the basics of the program for our members. I've also included the recycle policy as an attachment that you can print out and put up in your caretaking office to refer to. Each classroom, office and staff room should have it's own recycle bin. The principal or a designated teacher is to supervise students collecting the recycling. If there is no designated teacher, the principal is to supervise – it does not mean you don't have a recycle program. Students collect recycling and bring it to a designated spot in the school and caretaking staff take it out to the recycling bin. The students doing the recycling may need large clear bags to collect recycling and we can provide those without any issues.

In Person Meetings !!!! – I'm very happy to announce that starting next weekend, our monthly membership meetings will be held in person! We've waited over two years for this and I really hope that with increasing numbers and rumors of precautions going back in place that we don't have to go back to online meetings. As of right now, our April, May and June meetings will be held at the HWETL (Elementary Teachers Local) office at 105 Nebo Road. I want to thank the HWETL President Jeff Sorenson and his Executive team for approving our use of their office – we really do appreciate it. An official agenda will go out to members next week for our April 24th meeting.

Classroom Conditions - If you're having issue with classrooms, washrooms, offices, etc 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.

Are We Going Back to Masking? - At the HWDSB Trustees meeting this week, the trustees approved a motion to petition both the Hamilton Public Health Office and the province as well to allow them to put a mask mandate back in place. So far, no response has been received from either the local or provincial side. At this point, masking is optional and the employer has a VERY large amount of N95's in stock for staff to use if they choose to. If that option changes and we go back to mandatory masking, we'll be sure to let all of you know.

Parent Consultation Meeting – I'm happy to see that the OSBCU is holding an evening meeting to consult with parents, grandparents and caregivers of students across Ontario. Wednesday, April 20th from 7-9pm is the date and time and OSBCU is asking if you can share the link to 5 of your friends and family that have connections to the Education system in Ontario. At the end of the day, we need to have the support of parents and caregivers on our side as we prepare to bargain for proper Education funding in Ontario. We need their support and they need to feel like we aren't just employees but actually members of the community that have had or do have kids or grandkids that attend the schools we work in. We do care about how the schools function. We do care about how money is spent. We do care about the safety, security and comfort of every visitor that comes into our schools. The link you need to follow to sign up for the event is listed here : <https://us02web.zoom.us/meeting/register/tZUf-CqrDovHdxmdvuBJ8TN133kRCFx0ACb?fbclid=IwAR21CBP1SyqAK92zcuD1MMYuPTs5AOUFQptZ550zABI6o94xec9m8VwzBGs>

Pride in Our Work – Recently we have had a number of our members being investigated and disciplined for lack of cleaning. I'll address this as nicely and politically correct as I can. There's two sides to every story and because of absences and lack of coverage, some of our schools are being left short handed multiple times a week and the conditions of the school goes down slowly over time. That's not our members fault and we will vigorously defend our members working in those situations.

In schools where there is full coverage and everyone has their full scheduled time to complete their section – unless there is some emergency in the building – we need to be doing the best job we can at keeping the schools clean, safe and comfortable for students and our co-workers. Does that mean we need to get every speck of dirt and dust every day? No, it doesn't. Does it mean we should be taking pride in our work and walking out at the end of our shifts knowing that we did the best job we could? Absolutely it does.

Especially right now, but every day of every school year we need to keep in mind that we need parents, caregivers and the community on our side by doing the best jobs we can for their kids. Our jobs impact families directly. Our disinfecting & cleaning helps keep families safe when kids go home. Our jobs give parents the confidence to send their kids to school knowing that its safe for them.

If your section isn't found to be in good condition and it's not just a one time occurrence, there's a good chance you're going to be looking at some discipline. If we are going to hold teaching staff and principals accountable for classroom conditions at the end of the school day, we should expect the same level of scrutiny and accountability when it comes to our own jobs. For the vast majority of our members, you have absolutely nothing to worry about when it comes to your cleaning. Whether you're a casual or permanent member- you show up to work, do your job well and leave knowing that if your kids were going into one of your classrooms or washrooms the next day – you'd have no worries about their safety or cleanliness. For some of our members – both casual and permanent – don't give management the opportunity to showcase your lack of attention to your job and make an example out of you. And don't for one second think that they won't because they will.

I truly hope that everyone enjoys this long weekend. Whether it's spent with family, whether you jump in the car and go for a drive to explore somewhere or if you decide to stay home, attend a church service and have a dinner with friends – we've all earned a couple days off and we all deserve a bit of a break before the home stretch in the school year. The next few months are going to be quite hectic and the summer before contract bargaining is going to get pretty wild I'm sure so relax this weekend and enjoy it!

Cheers,

Blake

Administrative Memorandum

TO: Elementary and Secondary Principals and Offices, Facilities Management

FROM: Executive Council

RE: COMPREHENSIVE WASTE MANAGEMENT PROGRAM

The Hamilton-Wentworth District School Board has a Comprehensive Waste Management Program which aligns with Ministry of Environment Regulation 102 & 103/94 and the Boards Eco-School Program.

Each school has been directed to follow the Board's Recycling Plan as follows:

- The Principal or Designate is responsible for organizing the recycling program in their school with interested staff and students.
- The Training/Waste Management Supervisor will work with the schools to ensure the programs are organized and running smoothly.
- The Training/Waste Management Supervisor will provide to each school a copy of the acceptable items that can be recycled.
- The Hamilton-Wentworth District School Board shall reduce, re-use and recycle in all departments at every Board site.
- Staff and Students shall use containers in the classrooms, office areas and cafeteria for recycling. Each area will have containers for all recyclable material. The Hamilton-Wentworth District School Board will be recycling "**Single Stream**". Single Stream recycling refers to a system in which all recyclable material are mixed together in a collection truck and then sorted at a recycling facility. Students and staff will not need to separate at the schools or administrative buildings. Blue bins will be designated for all recycling material.
- Single Stream recycling posters will be provided to all buildings and posted where recycling bins are located.
- The Hamilton-Wentworth District School Board will provide blue recycling bins for the Board buildings.
- It will be the responsibility of the students to collect the recycling in the school and drop off to one central location. The Principal or Designate will be responsible for monitoring the students during this process.
- The Principal or Designate, Area Supervisor and Head Caretaker will select a central location within the building for caretakers to pick-up the recycled material. The Caretaking staff will be responsible for taking the recycled material to the exterior recycling bin.
- The use of clear plastic bags in individual recycling containers will no longer be required since all recycled material will be sorted together. However, caretaking can utilize large clear plastic bags to transport the recycled material to the outside green bin. The recycling facility will remove the bags before processing the recyclables.
- The Principal or Designate will monitor the recycling to see how frequent the recycling should be picked up in the school.

- Each school will be given a schedule of the frequency in which the garbage and recycling would be collected. Waste Management has been contracted by the Board to be the Waste Management Company to provide such service.
- Waste audits will be conducted as per Ministry of Environment Regulation 102 & 103/94 by Waste Management. The current contract provides 18 schools to have waste audits performed over two years.
- Waste Management will work with the Training/Waste Management Supervisor and the Board's Eco- School committee to develop waste reduction work plans performs waste audits and assists with education and in-services that align with the Boards Eco-School program.

The program's goal is to create an environmental awareness within The Hamilton-Wentworth District School Board. The support of Trustees, Executive Council, Superintendents, Principals, Teachers, Caretaking Staff and Students can achieve our program goals in reducing the amount of waste that is generated throughout the organization.