



**FRIDAY THE 13TH
IS STILL BETTER
THAN MONDAY
THE WHATEVER.**

Members Update for May 13th, 2022

Are you sitting comfortably?...then we'll begin. (how's that for starting off with a musical throwback?)

Nominations and Elections - After meeting with the Election Committee on Wednesday, they have decided on the following procedures for this election. I want to thank Renata, Rose and Chantal for offering to help out and look after the election for us – it's only because of people just wanting to help out in some way that our Local continues to get stronger each day.

Nominations will be taken at Sunday's Membership Meeting as well as by email from Sunday morning at 10am until Wednesday at 4pm. Email nominations will need to include the following information: Name of the member being nominated, position(s) being nominated for and name of the member nominating them. As an example – "Blake Corkill is nominating Mark Lachowicz for the position of Health and Safety Committee". Nomination emails should be sent to cupelocal4153@bellnet.ca before the deadline of Wednesday May 18th at 4pm.

Emails to members advising them that they have been nominated for positions and asking for a response to accept or decline their nominations will go out Thursday morning and responses will be due back by email by 12 noon on Monday the 23rd. Lack of a reply within the timeframe above will be considered a decline of nominations.

Tuesday May 24th we will publish a list of all candidates for positions on our local website and all candidates may begin to submit their election letter/material. Materials should be kept to one letter sized page and focus on the candidates positive traits and characteristics. Any negative material will not be approved by the Election Committee. Once approved, all election materials will be posted on the local website for members to view up until the day of the election.

Voting will take place on June 23rd from 8am – 5pm by electronic vote only. Electronic voting has increased participation by members in previous votes and has had very few issues, so the committee has decided to continue on with that. **It is the responsibility of the members to ensure that the Local has their correct personal email address on file for voting purposes. Voting links will only be sent to valid personal email addresses and no votes will be cast in any other way. If you aren't sure if we have your correct email address on file, please contact the office by phone or email listed on the bottom of each of these pages.** Voting will close at 5pm on June 23rd. Successful candidates will be notified shortly after 5pm and a full list of successful candidates will be posted later that evening on the Local website.

Sunday Membership Meeting – Sunday morning starting at 10am we'll have our monthly membership meeting at the HWETL Hall on Nebo Road, with thanks to our brothers and sisters at the Elementary Teachers Local. There will be a stewards meeting at 9am and the members meeting will begin at 10am. Please leave enough time to find a parking spot and get settled so we can start on time as we have LOTS to get through including everyone's favorite bi-annual event - election nominations! LOL The agenda for the meeting as well as last month's meeting minutes are included with this update so please take a few minutes to look them over before the meeting and see if we missed anything. Some light refreshments will be provided by our social committee (coffee, tea, donuts). ****There will be limited number of printed agendas and minutes available at the meeting to cut down on paper waste – if you would like your own copy of them, please consider printing them yourself.****

Little Squeakers – I don't think it would be a surprise to anyone this year that there's an explosion of mice everywhere. A majority of our schools are having an increase in mouse activity and many homeowners and apartment dwellers are having the same issues. Maybe it's a once in a decade cycle thing – who knows. What we do know is that we're having more calls to clean up mouse poop in classrooms. Well, there's a procedure for that – and it should be followed for everyone's health and safety. Our health and safety committee wanted this to be shared today, so included as an attachment is the information on how to safely clean up mouse droppings when asked to.

Upcoming PD Day Info – Attached with this email is a flyer for the PD Day program we will be running for members in July. I want to thank Pat Amatangelo, Darlene Barrick and Michelle Madley for their work in putting this day together for us all and giving us the opportunity to get together and have a great day of learning & socializing together! Check out the flyer and get yourself registered – the registration page on PD Place is open now!

Why Care About June 2nd ? - We have a provincial election on June 2nd. We're already seeing ads from all political parties about their platforms and ideas on the news as well as hearing them on the radio. It's important to know that whatever government is elected is who we will be bargaining with in a few months time. Do you want to support a government that will restrict our ability to actually bargain wage and benefit increases like we've had the last 3 years under Bill 124? Do you want to support a government that will fund the public education system according to it's needs and not simply by a mathematical equation that was developed decades ago? Do you want to support a government that will take the violence in the education system seriously? These are all questions that we need to ask ourselves and other parents and caregivers in the next few weeks because they will be a huge impact on our jobs, work environment and our paychecks very soon. I encourage all of you to send an email, make a phone call or when someone knocks on your door – ask those questions to your local candidates and listen to what the answers are.

Get out and enjoy the great weather we're having this week, share some laughs with friends and family.

Cheers,

Blake

Phone (905) 544-7733

CUPE 4153 – 795 King St. East – Unit B2,
Hamilton L8M 1A8

Cupelocal4153@bellnet.ca



APRIL
GMM

Sunday ~ May 15, 2022
10:00 am – 12:00 pm

LOCATION: HWETL HALL, 105 NEBO ROAD

AGENDA:

- 1. Trustee Report on 2021 Financial Audit*
- 2. Nominations for General Election*
- 3. Regular Union Business*

General Membership Meeting

April 24, 2022

10:05 am

Call to order – Blake Corkill

Roll Call – Darlene Barrick

President – Blake Corkill – Here

1st Vice President – Dave Winger – Regrets

2nd Vice President – Mark Lachowicz – Here

Secretary Treasurer – Patrick Cumbo – Here

Recording Secretary – Darlene Barrick – Here

Chief Steward – Peter Bowker – Here

Membership Officer – Pat Amatangelo – Here

Membership Officer – Geoff Thompson – Here

Equality Statement read by Peter Bowker and Patrick Cumbo.

New Member – sworn in - Ronald Flett congratulations.

Minutes from the last General membership meeting read.

Dave Dickhout said I would like to thank Darlene Barrick for taking excellent notes.

Darlene Barrick said thank you very much it is appreciated.

Dave Dickhout made a motion to accept the minutes from the last general membership meeting.

2nd by Ronald Flett

Vote

Carried.

Secretary Treasurer's report – Patrick Cumbo

See Following pages.

Patrick Cumbo moved his report.

2nd by Dave Dickhout

Questions:

Shelly Livingston asked Patrick Cumbo are you not submitting ledgers anymore? Patrick Cumbo responded yes; we are I was not prepared today for that I am sorry but moving forward I will make sure the ledger is in the package.

Mark Lachowicz asked Patrick Cumbo about the 2-strike fund savings account why are they not deposited into the account already? Patrick Cumbo said I missed the date to transfer this money. This account we can take money out, but we can't deposit until the maturity date. Just so everyone is aware no monies have been used from this account. We should have \$300,000,00 dollars by the end of August 2022 in this account.

Robyn Archibald asked Patrick Cumbo what happen to the money if we do not go on strike? Patrick Cumbo said it stays in there and collects interest and grows.

Frank Aloisio asked Patrick Cumbo when is the extra \$5.00 dollars going to stop coming off our pay? Patrick Cumbo said at the end of August 2022.

Blake Corkill said the local contributes \$5100.00 dollars to the strike fund. Blake Corkill said if Doug Ford is elected again it is going to go one of two ways, our wages are going to be capped again at 1% or they are going to have a wage freeze. We need to vote this guy out. The strike fund account is to be used to keep our doors open at the office and we can pay our members 5 weeks of strike pay. Bill 124 comes to an end at the end of June.

Dave Dickhout said all executive and stewards will not get paid per diem that will end during a strike.

Sam Salvo asked who pays for the health and safety book off. Patrick Cumbo said the board pays for all the health and safety book off.

Patrick Cumbo said please forward your emails when you book off for union business to Janna Thomson.

Vote

Carried.

Correspondence report

No report.

Committee Reports

Grievance report – Peter Bowker

We had four terminations we went to mediation, and they have all been settled and the local is satisfied with the outcome.

I had a step one regarding a member losing their school and we are now going to a step two.

I had two step one's regarding cleaning issues. That went in our favor.

I had a step one regarding calling in late. Make sure you call in before your shift.

I also have a step one regarding a member returning to work and the board not honoring an FAF form.

I just want everyone to know you must put it in easy connect 4 hours before your shift starts if you are going to be away. If you are going to be late you must call you FOS, text or send an email. You can not just show up to work.

Peter Bowker moved his report.

2nd by Mark Lachowicz.

Mark Lachowicz asked what are the cleaning issues? Peter Bowker said it has been resolved and it went in our favor.

Dave Dickhout said please don't do side jobs when you call in sick the private investigators are watching.

Vote

Carried.

Health and Safety Report – Danny Catanyag

I have 4 items that we are going to discuss on Monday April 25, 2022, at our joint health and safety meeting with the board.

1- Hepa filters for all air handling units must be Merk 13 Filters only inside the school and out. If your school does not have these, please contact your FOS.

2- There are still a lot of students hanging around in the hallways after school. We will pull out the policy for this and give it to all principals.

3 -We want all paper towels removed from washrooms if there are hand dryers available to use.

4 -The PPE team will no longer be supplying hand soap or rags it can now be ordered from the supply list.

Danny Catanyag moved his report.

2nd by Paul Large

Vote – Carried.

P.D. Day Report – Pat Amatangelo

Pat Amatangelo said we are looking into 3 different schools to host the P.D. Day July 7, 2022. We are waiting on info from the board. Sherwood school is closing at the end of June so that school is off the table.

Pat Amatangelo made a motion to purchase Tim Hortons gift cards for the instructors and guests valued at \$25.00 dollars each for a total of \$500.00 dollars.

2nd by Sam Salvo

Vote

Carried.

Pat Amatangelo made a motion to spend up to \$5000.00 dollars for t-shirts for all the members for the P.D. Day.

2nd by Dave Dickhout

Tammy Lucci asked if there was anything cheaper, we can purchase for our members? Pat Amatangelo said the water bottle is a little cheaper.

Paul Large asked does the board pay us for the day? Yes, said Pat Amatangelo so why do we need to give our members anything said Paul Large.

Dave Dickhout said that this will promote unity for our members, and it is a gift to say thanks for all you do.

Mark Lachowicz said do we really want to spend that kind of money on a t-shirt that no one wears.

Jason Atkinson said why do we want to spend \$5000.00 dollars when we are getting \$5.00 dollars more a pay taken off us to boost the strike fund account. It does not make sense to me.

Patrick Cumbo said that all the money that we received from all members goes straight to strike fund only.

Sam Salvo asked if we could just donate an amount instead. Pat Amatangelo said we are doing a 50/50 draw and half of the proceeds will go to the Martha House for battered women and children.

Marilyn MacAloney called the question.

Vote

Motion denied.

Pat Amatangelo moved his report.

2nd by Patrick Cumbo

Vote – Carried.

Staff Relations – Blake Corkill

No report. We are not having meetings with them.

Social Committee – Darlene Barrick

Hello everyone, I want to thank everyone that came out on April 9, 2022, at the End Zone Bar and Grill. There were 32 emails I got to confirm they were coming and out of 32 people only 15 people came to the event. Everyone that came had a great time and had lots to eat. Patrick Cumbo said just so you know that the people that didn't come cost the local \$600.00 dollars.

Darlene Barrick moved her report.

2nd by Mark Lachowicz

Vote

Carried.

Training Committee report- Mark Lachowicz

No report

WSIB/Wellness report – Patrick Cumbo

Patrick Cumbo the wellness team we have a lot of members taking time off and remember that when you submit your FAF form it does not mean you will go to work that day or the next day. If the wellness receives the FAF with no restrictions then you will get an email from the wellness team saying welcome back and you can return to work, but if you have restrictions then there must be an accommodation meeting with the wellness coordinators. This usually takes 3-4 days. If you have not heard from them within 24 hours, please contact one of us. The board is saying we are averaging 145-150 people a day off. We are having issues with coverage; we have some members that call in 10 -15 minutes before shift and no one will pick up that job. When this is done it hurts the caretakers at that building. As Peter Bowker said members are calling in after their shift has begun, and the board is handing out letters of expectation or direction notices. They are coming down hard. They are having private investigators tracking down covid 80 and people are supposed to be isolating not going to the mall, shopping, golfing. We don't recommend you do this. Bob Avery is monitoring this issue. They have the right to share your personal information with a third party if they feel you are abusing the sick time. We have checked into this, and they are allowed to do this. It is every group that works for HWDSB not just CUPE. Peter Bowker said this will end in termination.

Patrick Cumbo said if you get injured at work make sure you fill out the accident report, the doctor will fill out paperwork as well or the hospital. You are responsible for paperwork to be filled out not the FOS. WSIB don't fool around if you don't give them the right paperwork that is required you can be denied your claim. There are forms on our website and if you need any help, please contact the Wellness/WSIB committee.

Patrick Cumbo moved his report.

2nd by Sam Salvo

Danny Catanyag said I have a problem when the board uses recording device or surveillance on any member, they should have to inform all the locals that they may be under surveillance. Patrick Cumbo said this has been a long-standing practice with the board they are one step away from having private investigators on retainer. Our sick days are a paid benefit and when our members are abusing that they have the right to give out personal information to confirm or deny that the member is abusing the benefit.

Laurie Penner asked why my FOS has not told anyone that I have accommodation they will make you an IEP and you need to bring that with you when you change schools. Patrick Cumbo said they are not to disclose this information it is private and confidential. They may have a meeting with the other caretakers to split your duties, but the other caretakers have no right to your personal information.

Paul Large said what if you have a doctor's appointment. Patrick Cumbo said to try and make it after work hours or take a vacation day.

Patrick Cumbo said Jamie Nunn is aware of the issues we face with the wellness department, I told him you complain about our absenteeism when it takes your department 5-10 working days to get back to members that have handed in there FAF forms and are ready to come back to work.

Marilyn MacAloney called the question.

Vote

Carried.

Women's Committee – Laurie Penner

See following Pages

Laurie Penner moved her report.

2nd by Sam Salvo

Vote

Carried.

Workload – Mark Lachowicz

Mark Lachowicz said we have problems with lots of schools and we have called Jim Zolis regarding this, and he said he does not have time to deal with this issue right now. Dundas Valley school is another one that we are waiting on meeting for the schedules to be changed. Rob Hinich is in charge of this, and it is still not done. Peter Bowker said I will call and see what the holdup is.

Mark Lachowicz moved his report.

2nd by Patrick Cumbo

Marilyn MacAloney is it possible to have our time allowed for the classrooms redone? There is not enough time per room to get everything complete as per the board's standards.

Vote

Carried.

Nominations and Elections – Blake Corkill

Our Election date is June 23, 2022, Nominations will be at the general membership meeting May 15, 2022, and June 26, 2022 will be the day we swear the new elected officials at the general membership meeting. The running of the elections will be up to the Election Committee. I will meet with them the week of May 2, 2022. I will try and get through our bylaws and get a list of all the elected positions that are available to run for. I will add this to my update on Friday May 6, 2022. I will recommend sticking with the online voting it went very well and everyone seems to know how to operate the system.

Unfinished Business – Blake Corkill

The website still has the old address on it please can we have this fixed. OSBCU wants to thank the mobilizing team we will soon be in to the second challenge and Jason Atkinson will be notified. Cost share is from OSBCU they will cover half of the full cost for mobilizing. The total is \$26000.00 dollars for the cost share, and they will cover half so the cost to us is \$13000.00 dollars. Our national rep has indicated that we will be in negotiating over the summer months centrally and locally. They are encouraging us to do this so we can overwhelm the board.

New Business – Blake Corkill

Trustees Audit – Shelly Livingston said the audit will be read at our next General membership meeting May 15, 2022.

Purchase of new photocopier as per the trustee's recommendation it is in the process there seems to be no stock, we are still looking said Patrick Cumbo.

Blake Corkill said we have a few conferences coming up.

The CUPE Ontario Convention is April 27-29, 2022, and we want to send 2 people to this.

Dave Dickhout made a motion to send 2 people to this virtual convention.

2nd by Laurie Penner.

Vote

Carried.

OSBCU conference is June 5-9, 2022, we can send up to 7 people, but we want to send 5 only 4 executive and 1 steward. It is in person in Windsor Ontario. It is the cost we are concerned about.

Dave Dickhout made a motion to send 5 people to the OSBCU conference.

2nd by Darlene Barrick

Sam Salvo asked how do you guys get there? Patrick Cumbo said the cheapest way possible. Blake Corkill said this is the most important conference it is all about the education system across Ontario. We were supposed to go in March of this year, but it was postponed till June. The total cost for this conference is \$18,000.00 – 20,000.00 dollars.

Vote

Carried.

CUPE Trades Conference – Blake Corkill

The executive has spoken about this conference, and we have decided that 2 people will attend this event. We believe it should be 2 maintenance people and the maintenance department will choose who goes. If this is still happening it will be in person and it is in Niagara Falls.

Darlene Barrick made a motion to send 2 people to the CUPE Trades Conference.

2nd by Dave Dickhout

Vote

Carried.

Dave Dickhout made a motion to purchase water bottles for the P.D. Day July 7, 2022, for all CUPE members.

2nd by Laurie Penner

Vote

Carried.

Dave Dickhout made a motion to adjourn.

2nd by Laurie Penner

Vote

Carried.

General Membership Motions

April 24, 2022

Motion # GMM- 2022-112

Dave Dickhout made a motion to accept the minutes from the last general membership meeting.

2nd by Ronald Flett

Vote

Carried.

Motion # GMM -2022-113

Patrick Cumbo moved the Treasurer's Report.

2nd by Dave Dickhout

Vote

Carried.

Motion # GMM – 2022-114

Peter Bowker moved the grievance report. 2nd it by Mark Lachowicz

Vote

Carried.

Motion # GMM – 2022-115

Danny Catanyag moved the Health and Safety Report.

2nd by Paul Large

Vote

Carried.

Motion # GMM – 2022-116

Pat Amatangelo made a motion to purchase Tim Hortons gift cards for the instructors valued at \$25.00 dollars each for a total of \$500.00 dollars.

2nd by Sam Salvo

Vote

Carried.

Motion # GMM – 2022-117

Pat Amatangelo made a motion to spend up to \$5000.00 dollars for t- shirts for all cupe members for the P.D. Day.

2nd by Dave Dickhout

Vote

Denied

Pat Amatangelo moved his P.D. Day report.

2nd it by Patrick Cumbo

Vote

Carried.

Motion # GMM-2022-118

Darlene Barrick moved the social committee report.

2nd by Mark Lachowicz

Vote

Carried.

Motion # GMM-2022-119

Patrick Cumbo moved his WSIB/Wellness report.

2nd by Sam Salvo

Vote

Carried.

Motion # GMM-2022-120

Laurie Penner moved the Women's committee report.

2nd by Sam Salvo

Vote Carried.

Motion # GMM-2022-121

Mark Lachowicz moved the Workload report.

2nd by Patrick Cumbo

Vote

Carried.

Motion # GMM – 2022-122

Dave Dickhout made a motion to send 2 people to the CUPE Ontario Convention.

2nd by Laurie Penner

Vote

Carried.

Motion # GMM – 2022-123

Dave Dickhout made a motion to send 5 people to the OSBCU conference.

2nd by Darlene Barrick

Vote

Carried.

Motion # GMM – 2022-124

Darlene Barrick made a motion to send 2 people to the CUPE Trades Conference.

2nd by Dave Dickhout

Vote

Carried.

Motion # GMM- 2022-125

Dave Dickhout made a motion to purchase water bottles for the P.D. Day for all CUPE members.

2nd by Laurie Penner

Vote

Carried.

Motion # GMM -2022-126

Dave Dickhout made the motion to adjourn

2nd by Laurie Penner

Vote

Carried.



CUPE 4153 – PD Day

July 7, 2022

*(Sir Allan MacNab
Secondary School)*

Come join us to celebrate this special fun-filled day, getting together with friends and colleagues you have not seen for a while and enjoy informative sessions together.

A full catered lunch will be provided for you to enjoy along with coffee/tea and donuts. Bring your appetite!!

Each member must register for 2 conference sessions, one morning session (9:30am-10:45) and one afternoon session (12:15pm-1:30pm).

6:30 am to 8:30 am	Morning Registration
8:30 am to 9:15 am	Opening Remarks
9:15 am to 9:30 am	Lifestyle Break
9:30 am to 10:45	Morning Conference Session
11:00 am to 12:00 pm	Lunch
12:15 pm to 1:30 pm	Afternoon Conference Session
1:30 pm to 2:30 pm	Closing Remarks

For Registration – Members are to log into PD Place, **session #203390**. If you require assistance with PD Place, please contact IIT at help@hwdsb.on.ca or create an eBase ticket.

For further information, please contact:

Pat Amatangelo (905-518-7963), Darlene Barrick (289-237-8505), Michelle Madley (905-518-5449)

1. **Purpose**

To outline the safe cleaning process for droppings in HWDSB buildings.

2. **Scope**

Applies to all types of droppings such as: mouse, bat, bird.

Note: Any concerns about the clean-up of droppings are to be made to the Facilities Operations Supervisor. For areas that have nesting or may be an infestation, Caretaking staff are to submit a Priority 2 work order for the area to be inspected by the Regulated Substance Team.

3. **Responsibility**

Facilities Operations Supervisors (FOS)

- Ensure that all caretaking staff receive information and instruction on:
 - Safe work practices for the clean-up of droppings
 - Use, care, and disposal of personal protective equipment (PPE)
 - Hand hygiene

Caretaking Staff

- Clean up droppings in accordance with this procedure and utilizing the PPE outlined

Regulated Substances Team

- Respond to and provide cleanup for nesting and infestations utilizing the PPE outlined in this procedure

4. **Procedure**

Caretaking staff:

- a) Any employee performing these duties must wear disposable protective gloves.
- b) Areas with mouse droppings must be sprayed with the board approved disinfectant. Make sure the droppings are fully saturated. Let it soak for 5 minutes.
- c) Use a disposable dampened cloth to move the droppings into a plastic garbage bag.
- d) Dispose of the disposable cloth in the same plastic bag, seal and remove directly to the dumpster.
- e) Spray the area again with the disinfectant for at least 5 minutes.
- f) Remove gloves, and thoroughly wash hands with soap.

Regulated Substances Team:

Where the FOS believes there may be an infestation or nesting:

- a) Separate the work area by means appropriate to keep occupants of the building out of the work area.
- b) Communicate with the main office/Head Caretaker of the work being performed at the site.
- c) Ensure that a NIOSH approved half mask respirator equipped with a P100 cartridge, Tyvek suit, nitrile gloves and Tyvek booties (over footwear) are worn while performing this task.

- d) Clean and disinfect the area. This may be by means of HEPA vacuuming, wet wiping, or wet sweeping.
- e) Scrape / broom material into a plastic bag.
- f) Seal the bag, double bag, and remove directly to the dumpster.
- g) Immediately upon completion of the task, while still wearing disposable gloves, wipe down the entire suit with a solution of water and appropriate disinfectant material.
- h) Remove the suit and booties, while still wearing the disposable gloves and place in a 6 mil poly bag.
- i) Remove gloves and place in the 6 mil poly bag with suit. The bag will be sealed and disposed of as per Supervisor's direction.
- j) Use an alcohol-based hand rub or wash hands with soap and water after removing the gloves.
- k) Remove the respirator. To minimize contamination, avoid contact with the respirator and when removing touch only the straps. Damp wipe and thoroughly clean respirator with a solution of water and appropriate disinfectant after removal.
- l) Immediately upon completion of this work, wash hands thoroughly with warm soapy water.

5. Precautions/Special Instructions

- Never sweep or vacuum dry droppings as the airborne dusts can cause illness. HEPA vacuuming, wet wiping or wet sweeping are the accepted methods of removing droppings.
- Eating, drinking, chewing or smoking shall not be permitted in the work area
- If there is nesting, it has been determined that there is an infestation by the FOS, the area will be cleaned by the Regulated Substance Team.