



Members Update for May 20th, 2022

It's Getting Hot in Here..... - The temps are supposed to rise to about 30 degrees today, which for May is kind of ridiculous but when working in some of our schools without full air conditioning – it can be pretty challenging even after the sun goes down because our buildings hold all the heat from the people in the building but also the outside air temps and humidity. The HWDSB Health & Safety department has working in heat protocols in place for staff and I'll attach them with this update for you to be mindful of. Ontario is one of the provinces that has no heat limits for work, unlike working in cold conditions. The protocols in place are to take more frequent breaks when needed, try to work where it's cooler and stay hydrated.

Nominations & Elections – I want to thank everyone for their participation in our nominations for elected positions next month. It's not easy to allow your name to stand and put your ideas out there and face the possibility of not being successful. **If members have been nominated by email (regardless of being nominated in person at our meeting last Sunday) - you will receive an email from the Elections Committee that requires a response on your acceptance or decline for your nomination. That reply is due by Monday, May 23rd at noon. Lack of a reply will be considered a decline for your nomination. If you have nominated someone by email, please make sure they reply.**

On Tuesday, I will send out a list of all candidates for all positions (it will be posted on the website as well) and all candidates will have the opportunity to submit a one page flyer or letter to the Election Committee for approval and they will all be posted on our Local website (www.cupe4153.ca) for all members to read and consider before our election on June 23rd. I encourage everyone to reach out to members running for positions and ask them questions you have about their ideas about how to bring good results for our members and the Local as a whole.

PD Day Activities - (submitted by Pat Amatangelo, Darlene Barrick and Michelle Madley) - Just a reminder to all, that when you have registered for the CUPE 4153 PD DAY on PD Place, you also have to register for the sessions. These registrations must be done separately. **You must select 1 conference/session in the morning and 1 conference/session in the afternoon. If you have not done that, please go back into PD Place and register for the sessions.**

If any member has any dietary, allergies or is a vegetarian please email or call Pat Amatangelo @ 905-518-7963

The Unsung Heroes – now that we've started having our union meetings in person again – there's lots of people who work behind the scenes to make that happen and run as smoothly as possible. I want to thank Laurie Penner, Darlene Barrick, Darren Kerr, Shelley Livingston and Doug Thornberry along with our office administrator Janna for making sure we have agendas, drinks & treats for the meeting as well as staying afterwards to ensure we leave the HWETL hall as clean or cleaner than when we walked in. It's people like that who keep this local running smoothly day after day.

Future Membership Meetings – We briefly discussed options for future membership meetings starting in September and if people might like to continue with in person meetings, go back on online meetings or some version of both. With the help of our CUPE National Rep and the amazing Dan Crow from National – we've got an online survey for everyone to participate in so we have some data to decide what's best for the Local as a whole. I'm encouraging everyone to fill out the survey so we have as many opinions and lots of information to go over when deciding over the summer months. The survey is open now and will be open for a week. The questions should only take about 2-3 minutes at most.

Here's the link to the survey - <https://survey-sondage.cupe.ca/index.php/797941?lang=en>

OSBCU Challenge # 2 - (provided by Jason Atkinson) - Education workers are ready to negotiate! We, the education workers working in school boards across Ontario, are the backbone of the public education system. We are united in our belief that the Provincial government must negotiate real wage increases, increases to all staffing, and improvements to benefits and working conditions. We demand respect for education workers and students. Education workers need better wages, benefits, staffing levels and working conditions and students need stronger, safer, and more supportive school communities to thrive.

We will be asking our members if you're comfortable doing so to share a photo as the next step to having our voices heard and our faces seen. We will not be silenced and left far below inflation anymore. This is our time to stand up and stand together. Mobilizers will be getting together in the next week and more information will be on next week's update.

Women's Committee Axe Throwing – All members are welcome to come out to another great social event that involves a little bit of adrenaline, accuracy and lots of fun! You'll have to RSVP for this event but it will be worth your time to come on out, bring some members with you and enjoy a night out with your co-workers! Flyer attached and a huge thank you to Laurie Penner for organizing this event for us!

Cheers,

Blake

Working During a Heat Event Fact Sheet

What is Heat Stress?

Heat stress- refers to an increase in the body's core temperature. This could be related to a variety of factors (see below). If a person is experiencing heat stress then serious heat-related illnesses can occur, including; heat rash, heat cramps, heat exhaustion, or heatstroke.

Factors that affect Heat Stress

There are two sources of heat exposure: the environment that surrounds you, and your own body. Environmental factors include air temperature, moisture in the air (humidity), air movement, fresh air exchange/carbon dioxide levels, and sources of radiant heat (sunlight, machinery, etc.).

Your body has the natural ability to heat and cool itself. Physical activity (how hard you're working), evaporative cooling (sweating), acclimatization (your body adjusting to its surroundings), rest periods and the body's ability to adapt all play a role. A person's age, weight, gender and general health also play a large role in a person's susceptibility to heat stress.

How to recognize signs of Heat Stress?

Heat stress related disorders can be dangerous. It is important to recognize the signs and symptoms of heat stress. The table below summarizes the symptoms and immediate actions that should be taken if you notice signs of heat stress in yourself or others. To be safe, warn others if you are not feeling well.

Condition	Symptoms	Action
Heat Rash	A heat-induced condition characterized by a red, bumpy rash with severe itching.	Change into dry clothes and avoid hot environments. Rinse skin with cool water.
Sunburn	Red, painful, or blistering and peeling skin.	If skin blisters, seek medical aid; use lotions and work in the shade.
Heat Cramps	A heat-induced condition characterized by painful cramps in the arms, legs or stomach which can occur at work or later at home. This condition can be a warning of other more serious heat-induced illnesses.	Move to cool area; loosen clothing and drink electrolyte-replacement beverage, if cramps are severe or don't go away, seek medical aid.
Fainting	Fainting after at least 2 hours of work.	Assess need for CPR; move to cool area; loosen clothing; offer water when conscious.
Heat Exhaustion	A heat-induced condition characterized by sweating, cool-moist skin, body temperature over 38°C, weak pulse, abnormal or low blood pressure.	Move to cool area, loosen or remove excess clothing, provide cool water, get medical aid.
Heat Stroke	A heat-induced condition characterized by high body temperature (41°C) and any one of the following; <ul style="list-style-type: none"> • weakness • confusion • emotional upset and strange behavior • hot, dry, red skin • elevated pulse • headaches and dizziness <p>Note: In the later stages, a person may experience loss of consciousness and possibly convulsions. Heat stroke is a medical emergency. If not recognized and addressed, this condition can result in serious illness or even death.</p>	Remove excess clothing; fan and spray with cool water; offer sips of cool water if the person is conscious Call an ambulance.

GET MEDICAL AID

What can I do to deal with Heat Stress?

Some of the things that you may be able to do include:

- Turn off or limit the use of heat generating equipment and appliances if safe and practical to do so.
- Reduce the pace of your work.
- Schedule physically demanding tasks for the earlier part of the day.
- Increase the use of equipment to reduce the demands of your job (use a cart instead of carrying something).
- Close curtains or blinds during the day to reduce heat accumulation.
- Move work to a cooler location if possible.
- Increase air flow by turning on exhausts, fans, opening windows.
 - Note: Additional air movement from the fans can increase the rate at which sweat evaporates, thus cooling the body. However, when relative humidity is above 70%, very little evaporation occurs. Fans are less effective when room temperature nears body temperature therefore, in these circumstances, fans can be positioned to draw cooler air into a classroom or other workspace.
- Avoid working in direct sunlight.
- Avoid working alone.
- Consume potable water on a regular basis to stay hydrated.
- Avoid beverages which contain sugar and caffeine as this may contribute to dehydration.
- Recognize the symptoms of heat stress so that you can properly respond.
- When working outdoors, wear light coloured, loose fitting clothing.
- Make sure you know how to contact your first aider.

WOMEN'S COMMITTEE PRESENTS

AXE THROWING



Come join us and try your hand at Axe Throwing! Meet up with co-workers you haven't seen for awhile, enjoy some drinks, food and some good laughs!

Saturday, June 4th

Slot #1 7:00 pm Slot #2 9:30pm

(2 slots to choose from of 12 people max and some hang out time in between)

Escape Manor - 103 King St E

This event will cost \$32.77 per person so please only rsvp if you will be attending. Once rsvp'd we will let you know how and when to pay.

Can't wait to see you there!

All members welcome!

Please RSVP to Laurie Penner by May 31st as spots will fill quickly

bluesky083102@hotmail.com

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