



### Members Update for June 14th, 2022

**PD DAY** – (from Pat Amatangelo) - Registrations for our PD Day event have been extended to this Friday. You need to register to be able to attend AND you need to choose two courses to participate in during the day. Please make sure you register this week or you'll be out of luck on July 7<sup>th</sup> and will not be able to attend. Once you are registered for the day, you can follow an online link to choose your morning and afternoon courses.



**Rough Roads Ahead** : Last week, 6 of your elected officials travelled to Windsor for the annual OSBCU Convention. We debated budgets, bylaw changes and heard from a number of guest speakers. The biggest thing on everyone's mind was the upcoming bargaining for both our Central and Local contracts now that we know that the Ford Conservative's will be who we're bargaining with again.

I'm gonna go off script here for a bit, so please indulge me.

There's some very rough roads ahead. I'm not talking about driving down a gravel driveway in a new Range Rover kind of rough. I'm talking the drive down an old abandoned logging road in the bed of a 1978 F-150 with leaky shocks and a loose steering wheel kind of rough. "We" have been treated like crap by both Liberal and Conservative governments in the past decade. The Liberals shoved Bill 115 down our throats through legislation and our wages were frozen. The last 3 years we've had to scrape by with Bill 124 and 1% increases while management at the Ed Center still qualify for their raises. We heard that over the past 11 years, with our raises and inflation we have lost 17% of our purchasing power. So even though my hourly wage was less back then, I could still buy more with it than I can now.

So where does that leave us now? We need real wage increases to keep and attract people to work in public education. We need real wage increases to show value to every one of us that gets up and comes to work to support quality public education in Ontario each day – to provide a stable, clean, safe and caring environment for another generation of students that will go on to bigger and better things. I've heard from many folks in other locals that they can't keep on in this job if there isn't a real wage increase and I know exactly how they feel. My youngest is starting college in a few months, there's braces to pay for and the daily cost of just existing, turning lights on, gassing up a vehicle and buying groceries is going through the roof. What we do is a benefit to the public – same as firefighters, nurses and other public servants and we cannot and should not be left begging for scraps from the table.

I can tell you that the OSBCU (they bargain the Central part of our Collective Agreement with the Crown and CTA) has a list of bargaining priorities and wages are the number one priority on that list. A real dollar value increase, not a percentage which only widens the pay gap between certain members.

Why do I mention all this? It's pretty simple actually and I can't say this loud enough or too many times. WE NEED TO BE TOGETHER ON THIS. I've had to attend 4-5 meetings at schools over the past few weeks with Local members not getting along in schools. Complaints, yelling, accusations, disrespect and to be honest, a lot of bad behavior. If there was ever a time to put your own personal differences aside and find a way to protect, encourage and respect each other – it's RIGHT NOW. We need to know that the person working beside you may end up walking a picket line beside you as well in a few months. I need to be able to trust that those people around me will be looking out for me and they need to be confident that they can count on me as well. Our workplace isn't your living room, den or backyard. It's a workplace and we have to be respectful to each other and get to a place where we can actually rely on one another. I've been blessed at my school to have a great afternoon crew that I can rely on and through a bunch of challenges and difficulties, we've grown to be friends with each other and build trust.

The employer and their supervisors are often the cause of the frustrations in schools. In almost every situation, lack of supervisor involvement and clear direction on issues can be traced back as the source of conflict. Don't let them play you against your own brothers and sisters in this Local. Rise above it, keep it respectable and just like we were taught in kindergarten, treat others like you want to be treated.

Our saying on our logo is "Stronger Together" and I guarantee you that over the next 4-6 months that will be put to the test not only in our Local but all across the province as the OSBCU bargains for us on behalf of 55,000 CUPE Education workers. Not only do we need to be stronger together in our own Local, but even wider than that. We have about 1,100 EA's and support workers in CUPE Local 3396 in the Hamilton Catholic Board that are also a part of the OSBCU. We keep all Hamilton schools running. I look forward to more involvement with Local 3396 because we all have the same issues in Education – no matter what board you work for or what your job description is.

That's all for now. I am thankful for others taking more phone calls and emails last week when I was away so I could be with some good friends and do some fishing far away from home. But, it's back to work now – for all of us to find a way to come together for the good of all of us. And I am fully confident that we are more than up to that challenge.

Probationaries, Casuals, Part Timers or Full Timers. Page one of the Seniority List or the last page. Maintenance or Caretaking. Local 4153 is Stronger Together when we care and show respect for each other.

Cheers,

Blake



## **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](mailto: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)