



## **Members Update for July 13th, 2022**

**Summer Communications For Members** - Janna, our wonderful office administrator is off for the summer on holidays. Currently the voicemail at the office has been changed telling callers to get in touch with one of our Executive or Stewards. Emails to the office have an auto response saying the same. In the fall we are hoping to change how we communicate with members to get quicker and more accurate responses for members and serve you all better but for rest of the summer, please call one of our elected reps directly. I've asked that any rep on holidays with a union cell phone change their voice mail to tell people they aren't available. People do need their vacation time to recharge and enjoy their time with families and friends so I know you will all respect that and get in touch with someone who's at work when you need to talk with someone.

**Mobilizing, Member Engagement & More !!** - Many of you will remember a few months ago we had members of our Mobilizing Team coming around and asking if members would sign a letter to the future Premier of Ontario that demanded fair bargaining, a real wage increase and more supports for students. The goal of the OSBCU (our provincial bargaining partner) was to have 60% of members sign that letter – and we flew past that 60% goal. All those letters were delivered to PC MPP Donna Skelly to take back to Queen's Park to Doug Ford. Well, now it's time for Challenge #2.

What is Challenge #2? Challenge #2 is a photo and a commitment from members. A selfie and a commitment to take action for our demands in bargaining (which the provincial government is stalling on currently) by promising to take part in a strike vote **if necessary** in a few months. Very simple, very easy. Why do we want a photo and a commitment to take action? It's for a couple reasons. 1) A photo is a bigger commitment than a signature and 2) We need to know the position we're in approaching bargaining with members support for action and 3) if we show strength and commitment now, maybe a strike won't be necessary.

One of our Mobilizing Team Members (shown below with their own pictures) will be assigned to each zone of schools and be responsible for going to each of those schools and talking with the people working about if they want to participate or not. The goal of the OSBCU for this challenge is to get 70% member support and I think we can do that because we all know what's at stake in these negotiations.

What will your photo be used for? Your selfie will be used (**only once we pass the 70% mark**) to create a banner both for the Local and as part of a HUGE one for the OSBCU to have with both parties while in bargaining. I know for myself that when our Bargaining Team is in negotiations later this year with the HWDSB that if the 7 of us in the room simply have to look behind us and see all our members smiling faces and feel the support of what we're bargaining for would be a HUGE boost for us. Our Local banner will have our own members pictures on it. The OSBCU banner will have all members from across Ontario who have participated on their banner while they bargain with the government. Just think for a second or two about how powerful it will be for Laura, Rod, Christine and Tammy and the entire OSBCU Bargaining Team to have a banner with close to 50,000 smiling faces behind them – and having the government have to stare at that all day!

When your Mobilizer comes to your school in the next few weeks (depending on vacations, etc.) they will ask if you have heard of Challenge #2 and understand what is involved and if you agree that we need, deserve and are demanding a real wage increase. They'll ask if you have any concerns about what we're bargaining for on their behalf. They'll answer any questions you have as best as they can (seeing as we haven't started bargaining yet but we do know what our priorities are for OSBCU) – wages, job security and benefits. When you have decided to participate, you can take a selfie and your Mobilizer can help you upload it to OSBCU. **Nothing will happen with your picture until our Local reaches the 70% participation goal. Once we are done the challenge and pass the 70% mark – only then will all of our pictures be used for the banners for OSBCU and our own Local.** When you upload your picture, you'll be asked if you are willing to participate in a strike vote if one is necessary.

The purpose of a strike vote in a couple months is to show the government AND the HWDSB that we are all very serious about our bargaining priorities and that we are READY to take action to get what we need and deserve. If only half of members are ready to take action and participate – we might as well just lay down and accept whatever they offer, which will be less than what we deserve and need.

I'm not ready to do that. Not for one damn second.

I had more purchasing power and ability to provide for myself and my daughters (and the occasional fishing or hunting trip) when I was an assistant caretaker than what I do now as a head caretaker because of inflation and wage restrictions.

I'm not ready to accept any more lame ass excuses about why Education Workers can't be paid a real wage increase to help them provide for their families.

I'm not ready to accept that there are BILLIONS of dollars for a very controversial and environmentally abusive highway, but not for workers who dedicate themselves to serving the public every day of the year.

I'm not ready to accept that Bill 124 restricts our increases to 1% a year but management is exempt from that and continues to pile on yearly increases while many of us have cut out items from our lives because we can't afford it anymore.

I'm not ready to accept that the goal of all the cuts to Education and workers is to collapse the system and have the province hand over Education to private companies who think they can run it better because things are such a mess.

I'd rather be part of the solution and be ready to act – that could mean talking to parents or trustees about the work we do every day, it could be a work to rule campaign or it could mean a strike at some point – instead of just accepting the scraps from a provincial budget when the work I do has such a long lasting impact on students and families across the city for the public benefit. Nowhere does it say that public servants have to live in two week cycles around their pay days.

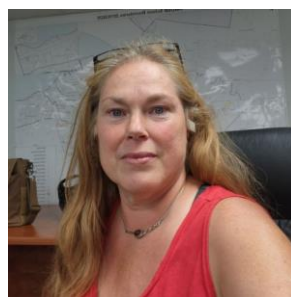
Like many of you – the word “strike” is scary to me too. Being on my own plus having one child still in post secondary education, rent, car, groceries, gas, etc etc etc – my first reaction is “I can't do that”. But, if I don't make a commitment to try and make it better for ALL of us together, inflation will slowly swallow us up. At some point, I have to look ahead and see that the only way to really fix this is to be ready to take some real action.

That's why I'm participating in Challenge #2 and why I hope you'll join me in snapping a picture, making a commitment and being ready to take action.

Here's some of the people you may see coming to your school to help take your selfie, add it to our Local folder online (the mobilizers will show you how) and also get you signed up to receive the OSBCU Bargaining Updates they have been and will continue to share throughout the entire bargaining process so you can be as up to date as everyone else on what's happening! If you're interested in helping out with mobilizing or even signing up to be a picket captain (if necessary) - please contact Laurie Penner or Jason Atkinson who are taking the lead on all things Mobilizing for our Local!



Chris



Cynthia



Marilyn



Stephen



Kathleen



Blake



Michelle



Rose



Jason



Laurie



Chantel

**Bargaining Committee Election** – We have 4 members that will be standing for the open position on our Bargaining Committee for Local Negotiations. After a bit of miscommunication last week with the PD Day event and other stuff – I forgot that the Election Committee had approved dates for the election. So, I've attached the letter from the Election Committee outlining the format of the election, when, what time, etc. Thank you to the Election Committee for their work in pulling this together on short notice and I want to wish all the candidates well and look forward to one of them joining the Bargaining Team and getting caught up on our proposals before we head into the fall.

Cheers,

Blake

## **JULY 28, 2022 ELECTION**

Sisters and Brother of CUPE Local 4153;

We will be holding an election for one (1) member-at-large to serve on our Negotiating Committee. The election will be electronic and ballots will be sent to all legitimate emails on file with the Union office, at 8:00 am the day of the election. Please insure your email is current before noon the day before the election if you wish to vote. In keeping with the guidelines set out in our local bylaws, the election will be held on **July 28<sup>th</sup> from 8:00 am to 5:00 pm.**

The following members accepted nominations at our General Membership Meeting on June 26<sup>th</sup>, and will be on the ballot for this election:

- Jason Atkinson
- Darlene Barrick
- Dannie Catanyag
- Dave Winger

At this time, all candidates are welcome to submit campaign material to the Election Committee at [cupelocal4153@bellnet.ca](mailto:cupelocal4153@bellnet.ca). Once approved, their material will be posted on our CUPE4153 website.

Best of luck to all candidates!

In Solidarity,  
Election Committee  
CUPE Local 4153



# Education Workers Together

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# Les travailleurs de l'éducation, solidaires

## CUPE Local 4153 & OSBCU Photo Petition

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 are committed to take ACTION for a contract with real gains in wages, benefits and working conditions and will participate in a strike vote if necessary.