



Weekly Update for September 16th, 2022

Sit down, strap in and get comfortable – there's lots to get through today.....

Why do we have to work Monday? - Well, how do I put this nicely so I don't offend anyone? Maybe this will work – BECAUSE OUR PREMIER IS A DIRTBAG. If Doug the Slug didn't give a holiday like other provinces for the Day of Reconciliation for thousands of murdered Indigenous children – why would he care about a 96 year old woman that died of natural causes? Easy answer – he doesn't care. So, we'll be at work on Monday unlike other provinces that have followed the Federal government about declaring a one time holiday.

Where's my vacation days? – So far, sick days have been updated, but there's no update on the web portal for vacation allotments as of Thursday afternoon. I reached out to HR last week about this and was told that they are waiting on some data for some worker groups before updating the entire system all at once. This does NOT mean you don't have vacation to use if you would normally be entitled to them. It just means they don't show up in the web portal until that complete update is done. And as always, as per the CA, vacation outside of July and August requires 3 weeks notice to the employer – or a very good reason why a member is asking with less than 3 weeks notice.

I have Covid symptoms – what do I do? - Thanks to the Ministry of Health, Hamilton Public Health and the HWDSB Senior Managers, Covid doesn't exist anymore. Students and staff are “encouraged” to still screen themselves with the provincial screening tool but it's not mandatory. If you have full blown Covid, you don't have to isolate anymore and you can even come to work. So, there's no more Covid 80 code – according to the powers that be, you're either at work or you're sick using the 01 code. We expect that many more members will be in the attendance management program this year because of this – as any absences coded as 01 without medical documentation are counted towards the program. So if you're not feeling well and can't come to work for two days, you're using Code 01. Back to the way it used to be. So good to know that Covid is over and done with and we're all back to normal now.....

Nominations This Sunday – This is an important one folks. We have some vacancies we need to fill on our Executive, stewards and our Bylaw Committee. On Sunday morning we will be taking nominations in person at our GMM on Sunday as per the decision of our Election Committee. Nominations will be taken in person only for vacant positions. If someone is nominated and not at the meeting on Sunday, they are required to send an email to the office by Saturday at 5pm stating if they will accept nominations for each position. If someone is nominated on Sunday and they are not in attendance and there is no email from them to the office, they will be treated as declining the nomination.

Chief Steward, Steward and 2 x Bylaw Committee Members are currently vacant and open for nominations.

The role of Chief Steward is a very important one within the Local. A very good understanding of both the Central and Local Collective Agreement is priority #1. Overseeing grievances, dealing with supervisors and management, representing members in meetings, contribute to staff relations meetings as well as a seat on our Local Bargaining Committee. It's not an easy role to fill at all. There are long hours on the phone dealing with complex issues, researching case law to see if it benefits our members, keeping in touch with other Chief Stewards across OSBCU to see if anyone has the same or similar issues we're having with our board – and the list goes on and on. You get the idea – if you're not into being busy before, during and after work and being pulled half a dozen different ways at the same time – it probably isn't the spot for you.

Steward - Michelle Madley, one of our Membership Officers on the Executive has stepped down from being a steward to allow someone else to get involved and take that spot. As an Executive, she can take meetings, help members, etc so sitting in both positions is just duplication.

Bylaw Committee members – members in good standing that must not hold any other office (Executive or Trustees) position. Bylaw Committee members review, suggest changes and review submissions from members about our Local bylaws.

Nominations will be Sunday. Anyone accepting a nomination will have two weeks to submit campaign material to the Election Committee for approval. Once approved, it will be posted on our website at www.cupe4153.ca. Election day with electronic voting will be October 20th and results will be posted the following morning for everyone.

Form E, Purple Shirts and Mobilizing - Our core group of mobilizers was out to see members at work this week. Everyone should have had a face to face visit, confirmed your contact information, been asked if you're voting YES, picked a shirt size and been given a link or the QR Code for signing up for your strike pay. If you didn't talk with a mobilizer this week as there was some misunderstandings – DON'T PANIC. If you haven't done all those things yet, we're opening up our office for two days next week – anyone can come down and make sure you're all signed up for everything you need to be signed up for. **Please read the attachment with this email, print it off, make sure EVERYONE in your location knows about this! That means head caretakers, afternoon caretaking staff are all looking out for anyone posted to their school or filling in for someone – TALK TO ONE ANOTHER. Your co-workers vote and support may be the difference in you getting the gains from the contract that you deserve.**

Money Back from EWBT - Some of you may recall that the benefits program we are in allowed an extra amount of money this year for a number of things. The deadline for purchasing things with that money has now passed but you can still get some money back. I ran out of time to come up with a flyer explaining how to do that and recoup your premiums that you pay into your benefits for the past 6 months or so. I will make sure that is available to everyone next week in a clear and easy to follow flyer. If you're eligible, you can recoup about \$150-\$180 just for making a few mouse clicks.

Rental Issues – Who's responsible for what, when do doors get opened, who's responsible for signing the rental conditions sheet on site? There's always questions that come with rentals and thankfully, our 2nd VP Pat Amatangelo has volunteered to help with questions and concerns around anything to do with rentals. You can reach Pat Amatangelo by his HWDSB email address or text him at 905-518-7963.

I can't get over how much work has been done to support the OSBCU and the Central Bargaining Team in the past few months. If I had to add up all the extra hours, weekend hours and weeknight meetings that our team has put in to get us where we are – it would be in the hundreds. I have to say that without a group of people who have put their all into helping us get and be organized – our Local would be in a very disjointed and frightening situation. Have things gone to plan and been smooth? LOL, not a chance. Does our team have all the answers to questions? Not even close, but we can ask people above us. We're all just trying to do what's best for our Local with a crap load of volunteer time and effort.

Cheers,

Blake



SEPT.
GMM

Sunday ~ September 18, 2022

10:00 am – 12:00 pm

LOCATION: HWETL HALL, 105 NEBO ROAD

AGENDA:

1. Nominations (in person only)

*For Chief Steward, One (1) Shop Steward
and Two (2) Bylaw Committee Members*

2. OSBCU Bargaining Update

3. Bylaw Approval for Re-Submission

4. Regular Union Business



All Members Strike Pay Sign Up & Why Vote Yes Campaign

When?

September 20th & 21st (Tuesday & Wednesday next week) 8:00 am to 4:00 pm

Where?

Local 4153 Office @ 795 King St. East

Park around the back of the building and follow instructions on the keypad at the back door

What To Bring?

Banking information (void cheque or banking app on phone), a good attitude and a smile!

Who Will Help You?

Janna our office administrator, Laurie Penner & Kristin Cox

If you would like to fill out the form on your own, you can use the link below or scan the QR code (way up above) in your phone. You will still have to call the office and let us know if you're committing to voting YES and what shirt size you'd like from the OSBCU.

Link - <https://rukovoditel.cupe.ca/osbcu/index.php?module=ext/public/form&id=47>