



## **Quick Update for November 2<sup>nd</sup>, 2022**

So here's your info for today.....

NDP MPP's kicked out of the legislature this morning debating Bill 28.

<https://cjoy.com/news/9244074/cupe-awaits-ontario-response-counter-offer-strike/>

Trudeau wades into the notwithstanding clause argument.

<https://globalnews.ca/video/9241940/trudeau-calls-use-of-notwithstanding-clause-to-suspend-workers-rights-wrong-ag-evaluating-legal-options/>

Message from Mark Hancock, CUPE National President.

<https://cupe.ca/ontario-education-workers-fight-draconian-union-breaking-measures-ford-government>

### **Quick Issues:**

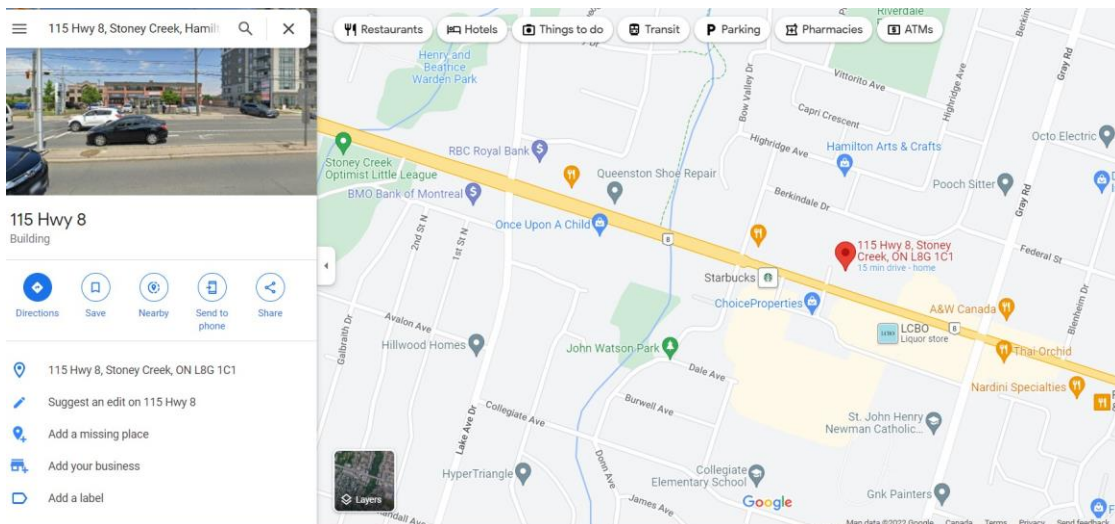
Probationary workers are not yet our members and are not included in our strike. They are welcome to come join us on the picket line as concerned parents or citizens. We understand the difficult position these workers are in but as they are not our members we are not giving direction to them while we are on our job action.

If members are asked by teachers, principals or administration for extra supplies like paper towels or toilet paper on Thursday afternoon – the answer is that you will be doing your section as usual and any supplies needed on Friday should be requested from the school office. Thursday is a regular work day and the expectation is that you complete your section and shift as usual. If you have personal belongings in your posted location, please consider taking them home to keep them safe until we return from the workplace.

**What Should I Bring Friday?** - you can/should bring a chair, some drinks or snacks for your 4 hour picketing shift. Dress for the weather and wear your purple if you have any. Carpool with others from your picket group or someone who is on the same shift as you are.

**Picket Assignments** – everyone (permanent and casual) has been assigned a picket captain and should be in contact with them about picket times, etc. We are having a meeting with all picket captains tonight to ensure that all messaging is the same for all members to avoid as much confusion as possible. It’s important to stay with your picket captain as I’m sure you can understand trying to shuffle hundreds of people around and keep track of is next to impossible.

**Picket Locations & Times** – for Friday, Local 4153 is focusing on one location only – the office of MPP Neil Lumsden (PC) in lower Stoney Creek. The address in Google Maps is 115 Highway 8, Stoney Creek. The location is directly across from the Fortinos and we have permission from the landlord to park in the mall parking lot with the understanding that we will advocate for carpooling to minimize the number of spaces we take up. We will have two picket times on Friday. An early shift from 8am – 12pm and a later shift from 11:45 to 3:45pm. Your picket captain will tell you which shift you are to report to.



**Accommodation Forms** – If any members who are wanting to picket and receive strike pay need an accommodation for childcare, medical or other reasons – the Local can offer alternative work for you to put in your 4 hours per day. This could be working in the Local office, making picket signs or whatever else needs to be done. The accommodation form will be included with this update. Please print it off, fill it out and send it to our office at [cupelocal4153@bellnet.ca](mailto:cupelocal4153@bellnet.ca) and it will be reviewed. Without an approved accommodation, members are expected to be on the picket line for 4 hours to receive your strike pay.

**Letters to Your Bank** – If any members are looking for a letter to submit to your bank to defer car or mortgage payments, CUPE National has forms that the Local can fill out for you. You will need to bring your bank branch info and payment amounts to the office in person or by email and we can fill it out for you so you can hopefully help getting some relief for you from your bank.

**When Do I Get My Strike Pay?** - Strike pay is issued weekly. For this week, members will be eligible for one day of strike pay if they complete their 4 hours on Friday. The original plan to use direct deposit for strike pay has been scrapped by OSBCU due to technical issues. We will be issuing cheques to members on the Tuesday or Wednesday following. So on Tuesday or Wednesday of next week cheques will be ready for 1 day of strike pay. If we are on strike all next week as well, the cheques for next week will be ready the following Tuesday or Wednesday.

**Fines** – the legislation gives the government the ability to issue fines for unions & individuals. The fine for the trade union is \$500,000 per day. This would be issued to CUPE National, not our own Local. Individuals can be fined \$4,000 per day. This is where being strategic and smart on our part is important. Keeping our picket lines full with as many people as possible provides safety in numbers. How can an inspector or anyone else determine who on a picket line is a CUPE member, parent or supporter? We will have all kinds of people and groups supporting us in person. **If any of our members are issued fines the direction we have received is that the fine is NOT to be paid by any member and the fine passed along to our CUPE National Rep to be paid on their behalf. Members of your Executive or organizers are much more likely to be targeted than anyone else.**

**Disciplines & Terminations** – In complete honesty, I can't say with 100% certainty that the HWDSB will not take action against any of our members for not being in the workplace. I can say with certainty that IF that were to happen, grievances on behalf of members would be filed immediately by our CUPE National Rep and as part of any final and binding collective agreement that we negotiate, all disciplines and terminations associated with the withdrawal of services would be wiped clean as if they didn't exist in the first place.

**Vacations & Sick Time** – if we are involved in job action and you had vacation booked, you will not be using those vacation days as you're not at work. You will get those vacation days back to use later this year. If members are on an approved sick leave from the HWDSB you will continue on sick leave and not be on the picket lines. Using EasyConnect to call in sick during job action is not an option for our members. This would open members up to discipline and trying to avoid picket duties this way will not work.

We got this folks. Really, we do. We have the backing of every organized labor group in the province right now. We have a growing number of parents on our side. We have commitments from every other worker group at the HWDSB supporting us – sending people to increase numbers at our picket locations, drop off coffee or snacks, etc. Everyone realizes that this fight is no longer about just Education Workers – it's about a government that is overstepping and trampling constitutional rights just to get their own way. A government that needs to be reminded that they were elected by only 17% of the population.

I know this is a scary time for all of us. I've never been through a strike before so I'm a newbie at this too. But, I know that our jobs are not sustainable the way they're being done now. I have less disposable income now than I did 10 years ago and it's getting worse. Everything is getting more expensive and 2.5% isn't gonna cut it especially with inflation approaching double digits. Students need more supports in the classrooms, not less. Our benefits package will start to suffer cutbacks because services like physio or dental get more expensive every year and if the funding to keep up with that isn't provided – cuts need to be made. Staffing levels need to increase so when a permanent member is sick, getting coverage is easy and our schools don't always need to resort to priority cleaning. These are all issues we're facing and fighting for right now, and for the next 4 years.

Until more info comes out, in solidarity....

Cheers (but not so cheery these days LOL),

Blake

