



Quick Update for November 3rd, 2022

So here's your info for today as of 5:45pm as I just got home from the office and preparing supplies for tomorrow.

The Ontario Legislature passed Bill 28 by a margin of 74-34.

We are on strike as of midnight tonight. Full steam ahead.

Tomorrow, you're all going to be part of history that I don't think anyone really anticipated. We're in this 100%. The largest political demonstration in recent provincial history is going to be happening tomorrow and you and I are going to have front row seats. It's scary and stressful for all of us but also exciting and thrilling.

But you know what – WE GOT THIS.

This ridiculous sham of a government that was elected by only 17% of the population in Ontario and feels that they have the final say in anything and will stop at nothing to get their way.

Well, their "political action" with pens and paper and lawyers is going to suddenly collide with real political action by the people. People like you and me. Just normal, average everyday people who don't want their constitutional rights taken away. People who have been held down long enough with a foot on their throats when it comes to wages. The ENTIRE labor movement in this province and across the country are watching and supporting.

I'm going to say this again – WE GOT THIS. You, me and 55,000 others just like us across the province.

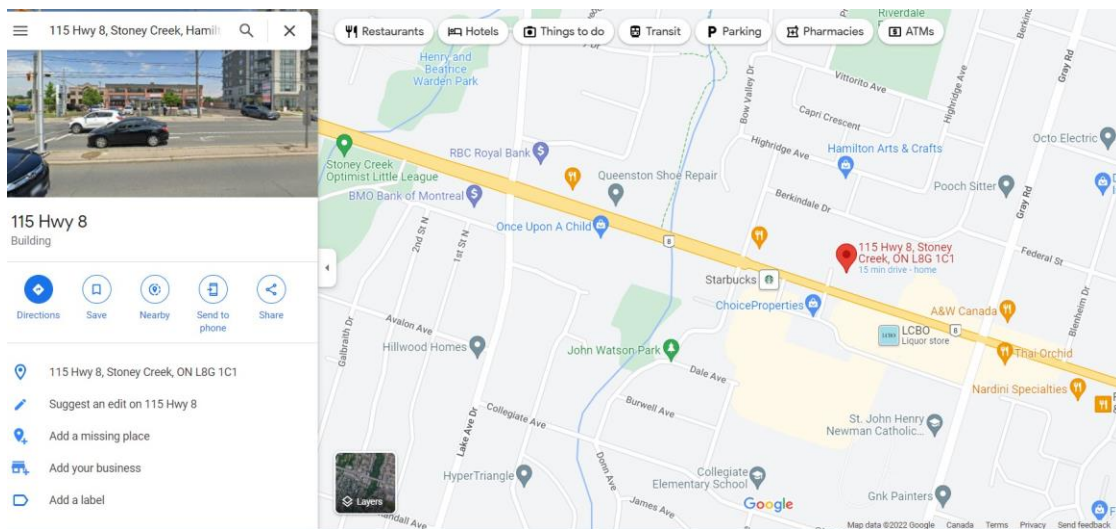
I want to share a story with you that had me in tears this morning. I had an all presidents call with OSBCU and one of the local presidents was sharing that every Friday she stops at a local food bank because her wages as an education worker don't afford her all the food her family needs on top of everything else these days. She was in tears because her son sometimes wants Sun Chips when she does go for groceries and she's sick of telling him they can't afford it. How long before you and I are in the same position because we're public servants in Education? How long before inflation swallows up our ability to pay our rent, mortgages, car payments, food bills, utilities, etc? I can only guess for some of our members, their only option if we can't get this legislation repealed will be to get a 2nd or 3rd job, go to a food bank or have their vehicle repossessed.

We are exhausted. We're running on fumes. We're at the breaking point. But we will not bend. We will not be intimidated. We will not be trampled on. I refuse to be taken advantage of anymore by this government.

Plans for tomorrow HAVE NOT CHANGED.

For our own Local, we are only picketing at Lumsden's office tomorrow and if nothing else changes, Monday and Tuesday as well. You're either on the morning shift from 8-12 or the afternoon shift from 11:45 – 3:45 as assigned by your picket captain.

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 are encouraging members to park away from the mall, spread your vehicles out and carpool with friends if at all possible as there was some communication mixups with the landlord of the mall with regards to parking.** Yes, you may have to walk a few minutes to get to the picket line but please factor that in when arriving so you still have enough time to sign in with your picket captain, grab a sign if you'd like and start walking, chanting and waving nicely at passing vehicles.



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 and it will be reviewed. Without an approved accommodation, members are expected to be on the picket line for 4 hours as designated by your picket captain 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.

In solidarity,

Blake



**Education Workers
Together**

**Les travailleurs
de l'éducation,
solidaires**

CUPE-SCFP

Picketing – Accommodation Request Form

The following is to be filled out by anyone who is unable to picket and requires an accommodation. To be eligible for picket pay, members need to picket or perform approved alternate duties for 4 hours per day.

To assess your request for accommodation and determine what alternate duties can be assigned to you, we need you to answer a few questions and to provide us with a general description of your restrictions.

1. Is your inability to picket related to childcare? _____
2. Is your inability to picket due to medical reasons? _____
3. If the reason you are unable to picket is an inability to stand for 4 hours a day, are there any number of hours you could stand and if so how many? _____

Please list your restrictions:
