



## Quick Update for November 30th, 2022

**Reminder to Vote!** – Here's a reminder to vote in favor or against the tentative agreement from the Central Table. Voting opened last Thursday and will remain open until this coming Sunday at 6pm. Your voting credentials were emailed to your personal email last week. Any issues with voting should be addressed to DOTS which is the voting company responsible for running the vote. If you do have a problem voting, please contact them directly.

Email – [credentials@dataonthespot.com](mailto:credentials@dataonthespot.com)

Phone – 1-833-368-7123 7 days a week, 8am to 8pm

**Resignation** – Due to personal issues, Jason Atkinson has submitted his resignation from being one of our Local 4153 stewards as well as withdrawing from the Secretary Treasurer election. Jason has been a big part of our mobilizing and member engagement activities in the past few months and we wish him well and hope to have him back on our team to serve the members in the future.

**Strike Pay Cheques** – Members who were active in picketing on November 4<sup>th</sup> and 7<sup>th</sup> have strike pay cheques in the amount of \$85 per day waiting for them in the office. The office will be open Tuesday to Thursday next week from 8am – 4pm. Our office is located at 795 King St. East at the corner of Stirton St. Make your way around the back of the building and use the buzzer and someone will let you in. CUPE National strike guidelines and procedures state that cheques must be signed for by each member for accounting purposes. Members may not pick up and sign for cheques for other members.

**Recycling Programs** – Each HWDSB location should have a recycling program in place and operating. This includes recycle bins available for staff and student use in classrooms and staff rooms. A staff member (teacher volunteer or principal) will supervise the collection of recyclables by students and ensure all materials are dropped off in an agreed upon location within the school and only then does caretaking staff remove those materials to the outside bin. If your school does not have a recycling program in place, please contact your supervisor by email, informing them that there is no program in place and copy one of our stewards as well. All FOS staff should be familiar with the HWDSB program, which I will attach here for you to print off and keep on your caretaking message board.

**Student Supervision** - Over the years, we've had a number of altercations that have involved students and 4153 members. Many of these incidents have happened after the instructional day is over. Students are NOT to be left in a school unsupervised at any time. Administration (principal, vice principal or designated teacher) are to ensure that students leave the building at the end of the day and do not return. After school sports are supervised by teaching staff and they are to ensure the same – when the activity is over, students leave the building. If you find students hanging around inside the school and there is no supervision, please inform your supervisor or the afternoon on call supervisor (see below). Tell them what school you're at, how many students are unsupervised and ask them to contact the school administration or come and deal with them themselves. If you believe your personal safety is at immediate risk, you have the right to call 911 or pull the fire alarm in your building to get immediate attention from emergency services.

**Diapering Procedures** - From time to time the question of “What is the proper way for diapers to be disposed of?” comes up. Well, there's a really good answer and graphic for that exact situation. Diapers are to be double bagged (diaper bagged up and tied and desposited in a garbage can lined with a bag) when disposed of and not just tossed in a garbage can. There is a graphic that I'll attach with this update that can be printed off and posted in rooms where diaper changing happens so all staff are aware of their job duties.

**Afternoon / Weekend Supervisor Support** – After 4pm during the week or during weekends, please call the “On Call” Supervisor. They can be reached by calling (905) 667-3079 Please make sure this number is posted on your caretaking bulletin board.

**Election Date** – Our election committee has decided that January 5<sup>th</sup>, 2023 will be the date for our next local election for the vacant Secretary Treasurer and Steward positions. Closer to that date, we will remind everyone about who is running and when the election will be. Voting will be online as in our last few elections.

**Bill 124 Deemed Unconstitutional** – Wow, what a shocker that is! On Tuesday an Ontario Court ruled that Bill 124 that saw our wages as well as many other public servants across Ontario was indeed against the law. Same as Bill 115 many years ago under the Liberals. Now if you were around for Bill 115 which threw a giant monkey wrench into Ontario Education, many years after that the “penalty” for an unconstitutional law was the government had to come up with about \$900 for each of us that was affected by the Bill. 3 years of zero percent increases turned into a \$900 award. That worked out to about \$0.15 per hour. The Ontario government will likely appeal the ruling, holding it up in court for likely up to another year or so, then it’ll be a while longer before someone decides on what the penalty should be for those affected. You get where this is going right? Don’t count on anything substantial or soon. Turns out making a bad law and paying for it later is cheaper than paying workers up front, so it won’t be the last time it happens. And yes, if you’ve read the OSBCU updates since then – **this has ZERO impact on the current contract we are voting on. They are two totally and completely separate issues.**

Unless there’s some earth shattering news that comes up between now and Friday – you won’t hear from me again until next week. I’ve been a bit under the weather this week with who knows what that’s going around right now. Next week – your Local Bargaining Team is in negotiations with the employer on Monday for the full day and also on Monday the OSBCU Bargaining Team will be announcing the results of the tentative agreement vote during a press conference around 9 or 10am.

Take care, stay healthy, remember to laugh.

Cheers,

Blake

# Administrative Memorandum

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**TO: Elementary and Secondary Principals and Offices, Facilities Management**

**FROM: Executive Council**

**RE: COMPREHENSIVE WASTE MANAGEMENT PROGRAM**

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The Hamilton-Wentworth District School Board has a Comprehensive Waste Management Program which aligns with Ministry of Environment Regulation 102 & 103/94 and the Boards Eco-School Program.

**Each school has been directed to follow the Board's Recycling Plan as follows:**

- The Principal or Designate is responsible for organizing the recycling program in their school with interested staff and students.
- The Training/Waste Management Supervisor will work with the schools to ensure the programs are organized and running smoothly.
- The Training/Waste Management Supervisor will provide to each school a copy of the acceptable items that can be recycled.
- The Hamilton-Wentworth District School Board shall reduce, re-use and recycle in all departments at every Board site.
- Staff and Students shall use containers in the classrooms, office areas and cafeteria for recycling. Each area will have containers for all recyclable material. The Hamilton-Wentworth District School Board will be recycling "**Single Stream**". Single Stream recycling refers to a system in which all recyclable material are mixed together in a collection truck and then sorted at a recycling facility. Students and staff will not need to separate at the schools or administrative buildings. Blue bins will be designated for all recycling material.
- Single Stream recycling posters will be provided to all buildings and posted where recycling bins are located.
- The Hamilton-Wentworth District School Board will provide blue recycling bins for the Board buildings.
- It will be the responsibility of the students to collect the recycling in the school and drop off to one central location. The Principal or Designate will be responsible for monitoring the students during this process.
- The Principal or Designate, Area Supervisor and Head Caretaker will select a central location within the building for caretakers to pick-up the recycled material. The Caretaking staff will be responsible for taking the recycled material to the exterior recycling bin.
- The use of clear plastic bags in individual recycling containers will no longer be required since all recycled material will be sorted together. However, caretaking can utilize large clear plastic bags to transport the recycled material to the outside green bin. The recycling facility will remove the bags before processing the recyclables.
- The Principal or Designate will monitor the recycling to see how frequent the recycling should be picked up in the school.

- Each school will be given a schedule of the frequency in which the garbage and recycling would be collected. Waste Management has been contracted by the Board to be the Waste Management Company to provide such service.
- Waste audits will be conducted as per Ministry of Environment Regulation 102 & 103/94 by Waste Management. The current contract provides 18 schools to have waste audits performed over two years.
- Waste Management will work with the Training/Waste Management Supervisor and the Board's Eco- School committee to develop waste reduction work plans performs waste audits and assists with education and in-services that align with the Boards Eco-School program.

The program's goal is to create an environmental awareness within The Hamilton-Wentworth District School Board. The support of Trustees, Executive Council, Superintendents, Principals, Teachers, Caretaking Staff and Students can achieve our program goals in reducing the amount of waste that is generated throughout the organization.

# Diapering Procedures

## Step 1

Gather supplies and place within reach



## Step 2

Wash hands



## Step 3

Put on nitrile gloves



## Step 4

Remove diaper, place into a bag and dispose



## Step 5

Clean student and then put on diaper



## Step 6

Safely remove and dispose of soiled gloves



## Step 7

Wash hands



## Step 8

Dress student and wash student's hands



## Step 9

Clean and disinfect change surface with neutral disinfectant



## Step 10

Wash hands

