



Quick Update for December 16th, 2022

Local Elections – January 5th – Our next Local election will be held January 5th and we'll send out a reminder before that date just as a courtesy. This election will be for the vacant Secretary Treasurer position on the Executive and also for the vacant Bargaining Committee position. The vote will be held online in the same fashion as our previous elections. Emails will be sent out that morning at 8am with voting credentials and voting will be open until 5pm as our bylaws require.

C.A.R.D. Committee – What the heck is our CARD Committee, who's on it and what do they do? The CARD Committee is an acronym for Committee Against Racism and Discrimination. It's supposed to be a committee that provides input to the Executive about making the workplace safer, more equal and equitable for all members and actively opposes and calls out policies and practices that are racist and/or discriminatory. Back in June this was part of our elections and we had 3 people elected – Dave Dickhout, Stephen Clarkin and Flora DiCarlo. Now we have two people on the committee. While racism and discrimination comes in many forms, it's important to have people involved who can speak directly to issues affecting our members in the workplace. Our Local can't address issues that we're not familiar with. That takes people with experiences that can teach and educate us. Are you one of those people? Do you identify as a visible minority? Have you encountered racism and/or discrimination in the workplace? Are you part of an equity seeking group? Then we need you on our CARD Committee. Interested members should send an email to the office at cupelocal4153@bellnet.ca before school returns on January 9th to be considered.



WSIB / Wellness Update – (by Pat Cumbo) - Members need to be aware that when they are off on an approved sick leave, they are still required to submit updated medical as required from the board. If you are off for an extended period of time, you may be asked for periodic updates every 4-6 weeks. Before you return to work you are supposed to have a RTW (return to work) meeting if you have any limitations or restrictions. If you are returning without any restrictions, you will receive an email from the Wellness Dept to notify you of your return date.

When a FAF is submitted it goes to the ESW intake coordinator. Across the board, the intake coordinator receives approximately 100 FAF's daily and it takes 5-7 min each to determine who it should be directed to. At this point then it is sent to the proper ESW specialist for review (2-3 days for this as workload is high). So, it should take 3-4 days before we hear back from them regarding a meeting. Unfortunately, it goes by first come first serve basis unless its an emergency. Just like everything else if an emergency comes up that will take precedence.

It is starting to get cold outside which means be careful salting and snow removal. Dress for the weather and remember to wear your CSA winter boots.

For the 2 days when were on the political protest members on WSIB would not receive payment from the HWSDB. If they are going to receive any payments it will be directly to the member from WSIB. Once the local is ratified you will receive your 2 days pay.

Winter Break Work Days - We have 6 working days over the Winter Break.

Last Day of School – December 23rd – regular work day, all sections cleaned as usual. Due to problems on other days like this in the past, don't be surprised if your supervisor is in your building on the 28th to check areas. Members should not be "leaving stuff to do next week" on the last day of school. We have regular 8 hour shifts and the expectation is that all sections are cleaned as usual.

December 26 & 27th – days off for stat holidays

December 28, 29, 30th – work days

January 2nd – stat day off for January 1st

January 3rd – day off for CUPE – ½ day for Christmas Eve + half day for New Years Eve as per Collective Agreement

January 4, 5, 6th – work days

*please check with your head caretaker and supervisor about what tasks can be accomplished over the break such as additional maintenance in the building, changing lights, ballasts, scrubbing walls, small painting jobs, etc.

Exec Vacation – Over the winter break, some of our Exec members will be off on vacation or using up some lieu time. As we've shared quite a few times before – the first call members should be making for direction and/or support should be their supervisor. They are responsible for the smooth and safe operation of the workplace. Your next call should be to a steward if you think what you've been told is incorrect or would like it explained to you better. The current list of numbers to call for stewards will be attached to this update for you to print off and post in your caretaking office.

Exec Days off during Winter Break:

Pat Cumbo – Jan 4-6, Pat Amatangelo – Dec 28, Darlene Barrick – Dec 28, Dave Dickhout Dec 28-30,

Michelle Madley – Dec 28, Blake Corkill – Dec 16, 22, 23, entire winter break

Darren Kerr will be working the entire Winter Break.

Daycare shift coverage - Just to clear up some misunderstandings about coverage in schools with daycares. The expectation is that except for the head caretaker, EVERYONE on staff takes turns rotating to cover the later daycare shift on PA days and non-instructional days like we have coming up for the Winter Break. Just because you don't want to don't think you should have to isn't a reason. Yes it may mean you need to rearrange some other pieces in life, but that's what fair in the workplace is that everyone takes their turn doing the late shift in schools where there is a daycare. There's 6 days of coverage in the upcoming Winter Break so unless someone wants to work all the late shifts because it suits them better – those 6 shifts need to be split up fairly between everyone. Better you work it out for yourselves in your school than having your FOS dictate who's working what late shift.

To say this year has been challenging on many fronts would be an understatement. At times, this year has seemed like a dumpster fire raging out of control and at other times, it's brought us closer together as a Local. Looking back, I wouldn't change a thing as it culminated to us being at the center of a ridiculous Conservative Bill being repealed only days after it was going to enforce a contract on us and take away our freedom to negotiate. That was one of the biggest moments in Canadian Labor history – and we were front and center! It's been ups and downs and that's life. Personal lives, work lives, love lives – they all have their ups and downs. But, here we are at the end of another year and within another month or so (I hope!) we can wrap up our Local bargaining and get back to a "normal" period of life again. No raging pandemic, no bargaining, no mobilizing – just family, work, hobbies and time with folks you love and appreciate. I look forward to that and getting to spend some time on things that have had to take a back seat for quite a while to move our Local forward.

I want to thank our entire team of elected and volunteer members that help keep our Local moving forward every day. We're not perfect. We don't always agree. We even disagree and raise our voices sometimes. But I can say that helping our members is the primary goal we all have – even if we have different ways to get to that goal. Our Executive works day and night in front and behind the scenes, our Stewards are the front line of defense against collective agreement issues and managers that overstep in the workplace.

Our health and safety reps respond to concerns in the schools to protect our members and get them home safely to their loved ones. Our social committee has big plans for next year for all of us to come together more often to keep the bonds between us tight. We're moving in the right direction and in the coming months we will be building off the foundation we've laid this year for being more engaged with our members and hoping that members take a bigger interest in not only what our Local does for members, but also what they can bring to the table to benefit members as well. It takes all of us and like our slogan – we are stronger together!

Happy Holidays to you, your families and loved ones from everyone at YOUR Local. Whether you celebrate Christmas, Hanukkah, Los Posadas, Winter Solstice, Kwanzaa or something else or don't celebrate anything at all – we wish you all the best over the holiday season!

Cheers,

Blake

PS – anyone else watching these movies over the holidays?



And yes, I know it's controversial but I do think Die Hard is a Christmas movie. And I like eating fruitcake with marzipan while I watch it on Christmas Eve. There, I said it. LOL

