



## Quick Update for February 10th, 2023

**CYA** – Yes, I mean cover your ass. Not literally, but figuratively.

Show up on time – be ready to work when your shift starts. Leave when your shift is over, not before. Is leaving 15 minutes early a few nights a week worth possibly losing your job?

We're paid for all of our hours at work so we don't have the option to just leave the building on our breaks or lunches like others can in the school. Any time away from the building during your shift needs to be approved by a supervisor. If you forgot your lunch and need to run to a drive thru – let a supervisor know and your co-workers too so if there's an emergency they know you're not in the building.

For an 8 hour shift, you're entitled to 2x15 minute breaks and 1x20 minute lunch. Taking longer breaks and being seen sitting somewhere for an extended period of time will get you in hot water eventually.

Harassment, bullying and any conduct in the workplace that's not professional and respectful can't be tolerated. As a Local, we don't support any conduct that demeans or disrespects another member, worker or student. If you don't have anything nice to say, don't say anything at all.

Smoking on school property – don't do it. Your car may be your property but it's parked on school property and Hamilton By-Law will still write you a ticket if someone calls them about it. Fines start at \$305 and depending on who made the call, you may face discipline from the employer as well.

Bottom line is this – don't do something that makes it very easy for the employer to discipline or terminate you and don't expect another member to put their job in jeopardy to cover for your bad choices.



**Local Bargaining** – Your bargaining team met with the board for the full day last Friday and we were able to make some progress on some language in the local collective agreement, but to be honest it was a slower day than usual with more time being taken between passes. Your bargaining team will be meeting next week on Wednesday to prepare any final proposals we have for the board and also prepare responses to board proposals that were passed to us last week. On Thursday and Friday of next week we'll be meeting with the board again – Thursday we are already planning on going all day and into the evening and Friday will be a full day as well.

I know it's been said already but I'll say it again – your team is very aware of the retro pay issue. Everyone on the bargaining team would like their retro pay as well, including me. But, without saying too much – the board is looking for concessions from us in a few areas. Language they would like changed that would see our members go backwards in certain areas and nobody wants that. Do you like having the opportunity to bank overtime and take it as lieu time to help with your work/life balance? Do you like the protection of having timelines with any grievances or discipline issues? We have tabled language that we think will greatly benefit our members and it's the back and forth, making changes, standing our ground and pushing for gains that ends up taking so long.

We could just agree to their proposals, weaken our collective agreement and take things away from our members and get everyone their retro pay sooner – but I don't think that's what anyone wants to live with for the next 4 years of this contract. **Everyone on the bargaining team is hopeful that when we leave the Ed Center at some point next Friday afternoon that we will have or be very close to having a tentative agreement for our members to vote on.**



**Upcoming Training Courses** – A reminder from Michelle Madley as one of our Membership Officers that **we have Electrical Training coming up next week.** If you have signed up for this class and been accepted, please make every attempt to show up and take the course. If you cannot, please let HR know as soon as possible so they can hopefully get the next person in line to take your spot. And remember, without the right qualifications, you may not be eligible to cover certain positions so don't limit yourself – take all the training you can.

**Changes to Rental Permits** – **\*\*2<sup>nd</sup> week\*\*** As a result of our meeting with the board just prior to Christmas, the board has changed rental permit door openings on all permits to read the following and it's important for all afternoon staff (heads, caretakers and assistants) to be aware of the new rules. The following direction has been added for all staff and rental permit holders to follow, ***“Effective January 9th, 2023, doors to facilities will remain locked at all times during community use of schools permits. The caretaker will meet the permit supervisor at the designated door 15 minutes prior to the rental start time. It is the responsibility of the permit supervisor or a designated adult to admit participants. Doors are NOT to be propped open.”*** Any member working in a location with a rental that is not following directions – please use the comments section under that rental permit to explain what's going on. The rental department will be responsible for dealing with the permit holder – do not get into an argument or altercation with the rental.

**Notes From the Chief Steward** – Dave wanted to include a few things for members today that have been coming up a bit more frequently lately.

If a supervisor asked you for a meeting but says it's not disciplinary and we don't want to get the union involved yet. Probably need a union rep.

If a supervisor offers up a new scenario like workload, be aware that this is a joint committee with both the board and the union having input. It's not an arbitrary decision of the board to change your schedules. The only exception to workload schedule change is for accommodation of a coworker.

Make sure your personal information is up-to-date with the board and OTIP. We have had unfortunate situations where beneficiaries for life insurance weren't updated and extra life insurance coverage for spouses.

**February Union Meeting** – We have to re-arrange our union meeting schedule a tiny bit – with some explanation. Normally, our meetings are held on the 3<sup>rd</sup> Sunday of each month. Sometimes due to long weekends or something else, we move them to allow more people to attend. Normally this month we would move the meeting from February 19<sup>th</sup> to the 26<sup>th</sup> because February 20<sup>th</sup> is Family Day and a holiday here in Ontario. But, if we don't keep the meeting that weekend, we run out of time in March to hold an election and union meeting and conform with our bylaws. The bylaws state the election has to be at least 30 days after nominations. Hopefully this helps clear things up a bit for everyone....

So, that leaves us with the following schedule:

**February 19<sup>th</sup>** – Union meeting with nominations for vacant positions – HWETL Hall - 10am

**March 23<sup>rd</sup>** – Election day for vacant spots plus Secretary Treasurer – online elections

**March 26<sup>th</sup>** – Union meeting – HWETL Hall, 10am

Cheers,

Blake