



Quick Update for February 3rd, 2023

OSBCU Classification Meeting – **2nd week** Before we all got wrapped up and involved in Central Bargaining, protests, ratification votes and whatever else has gone on for the past year, OSBCU had a good idea – put people who do the same job together from across the province to share ideas, decisions and more with each other. The idea worked great and anyone who was a part of the first few meetings walked away with a better understanding of different practices and policies for the same workers from different Locals. School boards and their management teams talk with each other all the time – why shouldn't the workers?! Well, they are resuming the classes again and **there's a Custodial Meeting coming up in a few weeks that you can register for online. The meeting will be held using the Zoom platform and you can find the registration link by clicking [HERE](#).**

For our Maintenance team members, there's a separate classification meeting you can enroll in by clicking [HERE](#).

Local Bargaining – As you're reading this – your bargaining team is in a full day of bargaining with the board today. Yesterday, we met as a team to go over proposals and responses to be ready for today. We have secured February 16th & 17th as two more full days of bargaining with the board. It is our hope as your bargaining team that by the end of the day on the 17th that we have or are very close to having a tentative agreement to present to members for you to vote on.



Changes to Rental Permits – 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.

Union Meetings Poll – On Friday morning last week all members were emailed a link to give their opinions on how we conduct our union meetings. Members had 5 days to log in and complete the poll. In short, here's what the poll results told us - 80% of members that completed the poll do not attend union meetings and 70% of members that completed the poll favor online meetings. Sunday meeting times seem to collide with family time and other obligations. I've included the full results from the poll as an attachment if anyone wants to look them over. This is the same document we receive from the election company. Only the results are shared, we never know who gave what answers or how someone voted.

Pizza boxes – ****2nd week**** However much you like pizza and the environment, they really don't go together. Pizza boxes are garbage items due to the grease, sauce and cheese that gets on them. They are not to be recycled. If your school recycling team isn't aware of this – there does seem to be some confusion in the posters & handouts – please let them know so they can separate them on site.

Upcoming Training Courses – A reminder from Michelle Madley as one of our Membership Officers that we have Electrical Training coming up on February 15th. 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.

Cold Weather – From your Health & Safety Committee members – Night time low temps have dropped this week and we've had more chills in the air than usual so far this winter. A reminder that sometimes our jobs do have us being outside for a while and all members should be prepared with appropriate clothing. Also, snow clearing is everyone's responsibility and when you're using a snowblower or shovel or spreading salt – keep your safety in mind. Be aware of your surroundings, let someone know you're outside, watch your footing and lift with your legs not your back!

Election Stuff – I know, everyone's favorite topic....LOL. Well, we wanted to take nominations for vacant steward positions as well as health & safety positions at our January union meeting. That didn't happen due to a lack of people attending. After talking with the election committee, it's their decision that nominations be held for vacant positions at the February GMM and in March we will have the election for all vacant positions plus we will re-run the election for Secretary Treasurer at that time.

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 3rd 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 19th to the 26th because February 20th 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 19th – Union meeting with nominations for vacant positions

March 23rd – Election day for vacant spots plus Secretary Treasurer

March 26th – Union meeting

Cheers,

Blake

Feb 1, 2023

CUPE 4153
795 King St. East, Unit B2
Hamilton, ON
L8M1A8 Canada

To Whom It May Concern:

The following election results are certified by Simply Voting to have been securely processed and accurately tabulated by our independently managed service.

Respectfully yours,



Brian Lack
President
Simply Voting Inc.

Results - Members Poll - Union Meetings

Start: 2023-01-27 09:00:00 America/Toronto
End: 2023-01-31 17:00:00 America/Toronto
Turnout: 166 (31.7%) of 523 electors voted in this ballot.

Do you regularly attend union meetings?

Option	Votes
No	134 (80.7%)
Yes	29 (17.5%)
I didn't know we had union meetings	3 (1.8%)

VOTER SUMMARY

Total	166
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If you answered NO to question 1 above, please check all the barriers that prevent you from attending.

Option	Votes
Sunday mornings aren't a good time	71 (25.7%)
I prefer online Zoom meetings	56 (20.3%)
Weekly updates keep me informed enough	55 (19.9%)
Location of meetings makes attendance difficult	23 (8.3%)
I don't have child or elder care	19 (6.9%)
Write in your own reason.....	11 (4.0%)
I wash my truck on Sundays and watch football	7 (2.5%)
Write-in	34 (12.3%)

VOTER SUMMARY

Total	166
Abstain	31 (18.7%)

WRITE-INS

Option	Votes
Desagree In Many Things	1 (0.4%)
Don't Get To Spend A Lot Of Time With My Family With My Two Jobs And Weekends Are Family Time Only!	1 (0.4%)
Drive Into Hamilton From Dunnville	1 (0.4%)
Have Little Time Off And Barely See My Kids, Weekends Are Family Time Not Work Time	1 (0.4%)
I Always Forget About It On Sunday Morning	1 (0.4%)
I Attend Church	1 (0.4%)
I Don't See Results.	1 (0.4%)
I Forget	1 (0.4%)
I Get Hammered Saturday Nights So I'm Too Hungover To Make It	1 (0.4%)
I Have To Care For My Children Every Other Weekend	1 (0.4%)
I Like To Wash My Car	1 (0.4%)
I Prefer The Zoom Meetings But Honestly Just Forget When A Meeting Is Happening. I'm Sorry!	1 (0.4%)
I Really Honestly Think It's Way Too Early On A Sunday I Think If The Time Was Later In The Day We Would Get A Bigger Turn	1 (0.4%)
I Work A Second Job On Weekends.	1 (0.4%)
I Work On Sunday Mornings	1 (0.4%)
I'm Busy I Have Second Job	1 (0.4%)
I'm Usually Hungover	1 (0.4%)
I've Had Some Unpleasant Dealings With Fellow Workers. I Don't Like Confrontation	1 (0.4%)
It's Only Day Of The Week Me Wife And Kids Can Spend Quality Time Together Between School And Our Jobs We Hardly See Each Other All Week	1 (0.4%)
Kids Are In Sports	1 (0.4%)
Live 1 Hour Away. I'm Not Wasting My Sunday With Work Associates.	1 (0.4%)
No Results	1 (0.4%)
Not In Hamilton On Weekends	1 (0.4%)
People Suck Sometimes	1 (0.4%)
Sunday Is Family Time	1 (0.4%)
The Last Two Meetings I Attended Seemed Like A Waste Of Time	1 (0.4%)
The Weekends Are Full Of Things That Don't Involve Work. I Find It Hard To Take Time Out Of My Personal Time To Attend Meetings And Have To Listen To Coworkers And Work Conversations. I Need That 2 Day Break From This Shit Show!	1 (0.4%)
They Should Be On A Saturday	1 (0.4%)
Time For Family, Friends, Chores, Leasure And Anything But Work	1 (0.4%)
To Clickie.... Buddy Buddy Nonsense	1 (0.4%)
Union Too Friendly With Mngt Imo	1 (0.4%)
Usually Forget An Remember Later.	1 (0.4%)
When I Attend Meetings It Is Annoying When It Seems Like A Social Gathering.	1 (0.4%)
With Me Working Evenings And My Girlfriend Working 9-5, We Don't Ever Cross Paths Until The Weekend So Weekends Are Usually Filled Up With Family Events And Use The Time To Make Up For Lost Time During The Week Making It Hard To Attend.	1 (0.4%)

What type of meeting would you be more likely to attend - Zoom or in person?

Option	Votes
Zoom (virtual, requires computer to vote)	111 (70.7%)
In person	46 (29.3%)

VOTER SUMMARY

Total	166
Abstain	9 (5.4%)

How frequently should we have union meetings?

Option	Votes
Monthly (currently what we do)	98 (61.3%)
Bi-monthly (every other month)	44 (27.5%)
Quarterly (every 3 months)	18 (11.3%)

VOTER SUMMARY

Total	166
Abstain	6 (3.6%)

