



Update for April 20th, 2023

Bargaining Update – Remember that light at the end of the tunnel I talked about last week that was getting closer and closer....well on behalf of your Bargaining Team I'm happy to share the following news....

After a full evening of exchanging proposals, at 10:45pm last night, bargaining with the HWDSB concluded with both parties shaking hands after reaching a tentative agreement.

More information will be coming next week about when we'll be meeting, when information will be shared and what the next steps are in the process.

For now, your Bargaining Team are all very happy with the results that were achieved through the bargaining process for our members.

On a personal note, I want to take a minute to thank our entire Bargaining Team. As a President, I couldn't have asked for a better team to bargain on your behalf. Nobody would be capable of doing this by themselves. We had a good mix of personalities and experiences but one question we kept in mind was what is best for the Local and our members? We joked around, we argued, we debated and on some issues we had to vote on how to move ahead. Our National Rep Noelle was a valued part of our team and fit right in with what we wanted to accomplish and helped us get there. To Patrick, Pat, Darlene, Dave, Geoff & Darren – for the hours and days spent researching, strategizing, drafting language and presenting and responding to proposals – Thank You. I have every confidence that we did the best we could in this round of bargaining for our Local.

Upcoming Dates to Remember -

Thursday April 27th – Shop Steward election – online voting as we normally do

Sunday, April 30th –April Union Meeting – HWETL Office – 10am – Nominations for 3 year Trustee

Sunday, May 28th – May Union Meeting – HWETL Office – 10am

PD Day Coming Up! – Before you know it, hundreds of us will descend upon MacNab Secondary for our annual PD Day on July 6th. **Morning snacks, lots of learning opportunities, a catered lunch and getting to see people we don't normally get to because of our assignments and schedules – and get paid for it!** Mark the date on your calendar and we'll let you know when the registration is open for the day. And yes, as usual some of our locations have daycares that will be running so those schools have to be staffed that day. If you aren't interested in going to the PD Day, please let your supervisor know that you won't be attending and will be available to cover schools where maybe everyone wants to attend but they have a daycare.

Wellness Dept Update – There's a process for submitting your FAF form when you are returning to work from an injury or have been off sick for more than 5 days. You can download the form from our own website at www.cupe4153.ca and look under the Resources tab. Print off the form and take it to your doctor to fill out. **There are two ways to submit the form and they are both printed on the bottom of each page of the FAF. You can either fax it to the Wellness Dept or scan it and send it by email. If you don't have the ability to do either of those things, please ask your Doctor's office to help you with that. If they don't want to or can't - you can bring it to Janna in our office and we can help you with that.**

Taking a photo of your FAF and emailing to someone directly in Wellness will DELAY your information getting to the proper person. The board receives about 100 FAF forms per day and they are assigned by office staff who monitor the fax machine and email on the bottom of the FAF. They distribute them to the Wellness Reps who go through them and contact employees.

And yes, if you have been off for an extended period of time using sick time, the employer can ask for periodic updates on your condition or progress. That's totally legal and legit for them to do and members off for long periods shouldn't just shut off all emails or calls from the employer as every 4-6 weeks usually (depending on injuries, circumstances, expected return dates, etc.) you'll likely be asked for an update.

3 Year Trustee Nominations – With Marilyn MacAloney being successful in our last election for the Secretary Treasurer position, that means that she had to resign as our current 1 year Trustee with her term already scheduled to end in June. So, with that – Shelley Livingstone and Robert Desperak will continue after June as Trustees in the 1 and 2 year positions and we will elect a new 3 Year Trustee on June 22nd. We are taking nominations in April because there wouldn't be 30 days between nominations and an election if we waited until the May union meeting.



Blake