



Quick Update for September 8th, 2023

Training Course Requirements – on behalf of Michelle Madley, Membership Officer – Neelam Sanduja sent out an email on August 21st on behalf of Bob Avery about our members letting the employer know what courses they should run this year based on needs. The email states “To: All Caretaking Staff, We are collecting information on how many individuals are interested in taking required courses in order to be qualified for a Caretaker position as per the Collective Agreement. You will find a log in the Logs module of eBase. Please check ONLY the boxes for the course(s) that you need. Detailed instructions are outlined below. **The log will be available to complete until September 8, (TODAY) 2023.** Please direct any questions to your FOS. Thank you.

There was also a few graphics on how to fill in the form in eBase and **I STRONGLY encourage anyone who does not have all their courses to fill that form out so the courses YOU need to be able to move up and even for weekend overtime come up in what courses will be in the rotation this year.** Having your courses and not wanting to be a head caretaker is totally fine. Having all your courses and not wanting to be a caretaker is all good too. Not having your courses and wanting to work a day shift or some weekend overtime and not be allowed to because you don't have your courses sucks. Big time. **Get the training – it's paid time and it's better to have it than not.**

Healthcare Protest – September 25th – Noon – Queen's Park. That's the line in the sand for a massive protest against what the Ford government is doing to our publicly funded healthcare system. Many of us know someone who works in healthcare and have heard literal horror stories about their challenges in properly staffing hospitals and entire wards needing to be shut down or closed due to lack of resources. Meanwhile, if you have money – like say you're a developer of Greenbelt lands you just happened to purchase at the right time for a good price and now you're sitting on a goldmine – you can jump to the front of the line for many things simply by tapping or swiping your debit or credit card and paying out of your own pocket.

This will be a BIG protest with the entire labor movement behind the healthcare workers, supporting them and raising our voices, fists and flags to demand changes.

If you would like to attend – the rally is on a Monday, you can sign up and buses are being organized for people not wanting to drive. You can find a list of those bus locations and get yourself signed up by clicking on this link.....

<https://cupe.on.ca/ontario-health-coalition-rally/>

Unhoused Guests on HWDSB Property – We've all seen an increase in encampments, tents and other temporary housing structures in parks, green spaces, City Hall and even some of our schools. Whatever your thoughts and ideas are around the homeless problem, there may be a time when doing our jobs that we have to deal with the issue head on. As a head caretaker in a downtown location with a good amount of green space, I've had to a few times. The first priority is the safety of our members. **The Local is advising all members that engaging with unhoused guests is never to be done. If any Local member encounters a situation with unhoused guests on HWDSB property, the procedure is to call the non-emergency police line and let them deal with the situation with the tools and resources they have available to them.** The following is an excerpt from a supervisor email that I wish had been sent out to all CUPE staff but it wasn't for some reason:

"I am noticing more Homeless guests on our properties. My first concern and priority is your safety. I would like to ask that you not engage with anyone in these situations. In these situations we call the non emergency police line and ask for their assistance. We should never be engaging with anyone in these type of situations. I would request that you notify the police (905)546-4925 on the non-emergency line"

Overtime Wheels – There's still confusion about how to properly set up overtime wheels, so I was asked to do my best to make it clear to everyone about the process.

On September 1st, everyone who is posted to a position as permanent staff in a school go on the overtime wheel in order of seniority date. Not the head caretaker, then the caretaker and finally the assistants. As an example, let's say we have Archie Walker Memorial School and they have a head caretaker, a 10-6 caretaker and 3 assistants. Joe is an assistant and has 22 years of seniority. Sue, the caretaker has 15 years seniority. The rest of the crew has between 2 and 8 years of seniority. So their overtime wheel for this year would look like this:

1st - Joe 2nd - Sue 3rd- Consuela 4th - Ludmilla 5 – Christopher

The wheel doesn't change until next September. If one of these members is off and there is weekend overtime, the person covering for them assumes that spot. If Consuela is off sick and Ricky picks up her absence on EasyConnect, Ricky assumes her position on the wheel and works any overtime that he is qualified for. Later this year, Joe decides to post to another school and Tammy posts into Archie Walker Memorial School as the new head caretaker. Tammy takes Joe's position on the wheel until next September 1st when a new wheel is made based on seniority again. You cannot trade positions on the wheel. Hopefully this little bit helps – any other questions about overtime wheels and work – feel free to get in touch with the office at 905-544-7733 or by email at cupelocal4153@bellnet.ca

We Need A Computer Whiz – As with most companies or organizations – we have some tech issues from time to time and would rather deal with a good small business than give money to a big box chain that's only going to funnel money to their President rather than their workers. If you have a good computer shop you deal with and can recommend or you have a family member or relative that has a computer shop – please let Janna know in the office. We have a few things that need attention at the moment and can really use your help in getting them fixed up for us!

Flag Lowering – as per the direction from Bob Avery, please ensure that all flags are lowered on afternoon shift today (close to sunset) and be raised on Monday morning to commemorate National Firefighters Memorial Day over the weekend. If you haven't changed your school's flag lately, consider this a good time to change it and brighten up the flagpole!

WSIB / Wellness Issues – on behalf of Dave Dickhout, Darlene Barrick & Dave Wardell – if you are injured at work and have a WSIB claim, please contact the union office for guidance. The board will offer standard accommodations pre-approved by WSIB based on your initial injury report. These accommodations may not be appropriate for your specific condition so you will need to have an accommodation meeting immediately with the employer. If you refuse the meeting or the accommodations offered to you, there is a risk of WSIB will cut you off and deny access to your benefits.

Cheers,

Blake