



Quick Update for February 23rd, 2023

WSIB / WELLNESS – (shared on behalf of Dave Dickhout) We need your help with something, if you have been denied access to your sick days while waiting for your WSIB case to be adjudicated or told to repay the board for sick benefits paid out while your WSIB case has been decided. Please reach out to our office administrator Janna. We'll be contacting you to discuss the issues around your case.

Snow Logs - As a Local we have shared this info before but some members may have missed it and it's leading to some letters of expectation going out and we want to avoid any members facing discipline for not doing what's required by the employer. Snow clearing is everyone's responsibility – not just head caretakers. Snow and ice needs to be cleared/salted when it falls and not left because "it's not my job". Our suggestion is much like other team operations – please talk with your co-workers if bad weather is coming or happening and figure out who wants to or who is willing to clear snow. If you can't figure it out as a team, duties will be assigned by your supervisor. All snow clearing actions must be documented on the new snow log. Make note of the time(s) you went outside and what was accomplished in what areas of the building or property.

In eBase, go to Logs. In the top right hand corner click on "Create Log". Choose the "Winter Weather" log from the drop down menu and make sure your location is correct. Click on "Create" in the top right corner. The log will generate and you can fill in the boxes with what you've accomplished.

This log isn't just to make more work for our members. Each year there's a number of incidents where the employer is sued by parents, community members and whoever else claims to have slipped and fallen after a snow event and it's not uncommon for our members to be dragged into legal proceedings and face questions from lawyers about what was done and when. This is a layer of protection for our own members facing scrutiny usually months after an incident happens and remembering what was done can be frustrating and complicated.

Bill 124 Verdict – The mediator assigned to the legal challenge of Bill 124 by various groups including the OSBCU made their determination on the wage increase for the third year. The court challenge was about the imposed 1% increase by the Ford government during the 2019-2021 school years. In the first two years, the mediator awarded an extra 0.75% increase and for the third year the award was 2.75% - on top of the 1% already awarded. There's an awful lot of calculations and numbers involved in this happening and your Executive team will be meeting with the employer as required by the mediator and the timelines set out for both sides. One of the biggest questions we've gotten from members so far is "When will I get my payment?". Right now, all we can say is that from February 9th – the day of the decision – the Ministry of Education and school boards have 120 days to make all the calculations and make payouts to members. As we have meetings with the employer and get closer to a payout date – we will keep you updated!

Union Meeting Sunday – We have a union meeting this Sunday at the HWETL office that we've been using for quite some time with the generosity of the HWETL Executive and their members. Please plan to attend if you have any questions or comments about our Local and what's happening and want to have a say or vote on motions and spending issues.

WHEN: February 25th, 10am

WHERE: HWETL Office – 105 Nebo Road

We Need Activists – We have a need for some activists who want to be involved with helping our members get back to work after a work related injury or from an injury or sickness that happened outside of work. Working with the employer's WSIB and Return to Work team – you will support members in their return to work, advocating for their safe return while insuring that the employer follows the rules and policies they should be. If you're interested in getting involved to help members, protecting confidentiality with sensitive medical information and insuring things are done properly and fairly – please contact our office at cupelocal4153@bellnet.ca and let us know you're interested in a spot on our WSIB/Wellness team.

Who Sends Who Home? - Recently we've had some of our casual members show up at a school after they have picked up some top up hours in EasyConnect and they've been told to "go home, we've got it covered with overtime in house". Now there's plenty wrong with this happening. First, our hope for all our members is that everyone should be topped up before anyone gets any overtime. Second, only a supervisor can send someone home – same as only a supervisor can hand out overtime. If a casual has picked up hours in your school and your supervisor hasn't told you that someone is coming – your issue isn't with the casual – one of our own members. It's with the supervisor and their poor communication skills.

In Solidarity,

Darlene
President