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| **Weekly Update - April 10th, 2024**Sorry for the mid week update, but there are important issues which all members should be aware of and that's why this is being sent out today and not later this week.**GMM -** After discussions with the Executive and our Elections Committee and looking further into our bylaws - I made a mistake in announcing that nominations for all elected positions would be done at our April 21st meeting.  I can announce that nominations will be held for all elected positions for our June election on May 26th, 2024.**Bowling Social -** due to lack of interest we have had to pull the plug and cancel our bowling night.  Apologies to those that were interested.  Any refunds will be given to those who paid for tickets by the person who collected the money.**Union Contacts -** please see the attached list, print out and post in your caretaking offices for all union positions to contact with questions or comments.**Bill 124 Retro -** This has been a very stressful and frustrating few weeks trying to work alongside our employer to get things in order for our members to receive their Bill 124 remedy payments.  To be crystal clear, the opinion of the Local is that ANY hours worked in caretaking during the period of September 1st 2019 to August 31st 2022 are eligible for the increases awarded by the mediator back in February.  To remind people, the increases awarded by the mediator were as follows:September 1st 2019 to August 31st 2020 - 0.75%September 1st 2020 to August 31st 2021 - 0.75%September 1st 2021 to August 31st 2022 - 2.75%This is on top of the 1% increase that was imposed on us by the provincial government at the time.The Local has proposed and the employer has agreed with our updated wage grids but at this time, we are still in disagreement over the premiums and allowances (for example - afternoon shift premium, well water premium and BESC).  Earlier today I sent an email outlining these disagreements and our positions backed by OSBCU and CUPE National to the employer and are awaiting a response from them.As for breakdowns of the payments that are on your pay deposit slips in the web portal, the Local has no answers at this time of how the employer has arrived at those numbers.  We do not have access to your timesheets and pay stubs from 4 years ago.  Members and the employer are the only ones with that info.  Part of my email to the employer today was encouraging them to be transparent with those calculations.  The employer has asked that all members wait until all retro payments have been made (as of June 6th) before asking how those payments were calculated and we have advised them that is unacceptable and they need to do better.  **All members with questions about the amounts showing on their paystubs under RETRO are encouraged to email** payroll@hwdsb.on.ca **with all questions.  The Local cannot answer how the employer has arrived at those numbers.**  As a side note on this issue - members should keep the employers actions on this issue fresh in their minds when considering if this employer treats us fairly and values us as education workers.I'm happy to share our updated wage grids which have been adjusted for the Bill 124 remedy and all amounts have been carried forward through to the end of our current collective agreement.  Current hourly wages for September 1st 2023 to August 31st 2024 will not be shown on your pay stubs and paid hourly until all retro payments have been made.  We expect this to happen June 9th after the final retro payment has been made on June 6th.  It's with thanks to Laura Walton and the previous OSBCU Executive that we can enjoy not only the retro payments over the next few pays but also a new hourly wage that will pay most of our members almost a dollar more per hour on top of the dollar per hour we accepted as part of our Central Agreement.I need your help with something to do with these retro payments.  If you are in contact with someone that worked with us between September 2019 and August 2022 that no longer is with us (retired, terminated, quit, deceased) they or their estate planners should NOT be contacting our office.  They should be contacting the employer in payroll at the above noted email address.  They will require names, addresses and banking information in order to process retro payments.In Solidarity,Darlene Barrick, President CUPE 4153 |

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| CUPE 4153 - 795 King St. East, Unit B2 - Hamilton, ONPhone (905) 544-7733  Email cupelocal4153@bellnet.ca |

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