



CUPE 4153 Update

August 29th, 2024

I wanted to welcome everyone back and provide a quick update before working on a bigger update to go out to everyone on Tuesday of next week with lots of updated info and news.

Earlier this week your Local Executive met for the full day for the first time since the election in June and we had a full day of reviewing issues, grievances, ESW issues, the importance of confidentiality, upcoming by-elections, an urgent need for training for elected positions and more along with our National Rep. I want to thank the members of the Executive for their time and efforts over the summer, stepping in for support while other members were on vacation and working towards better working conditions for all of our members.



I want to thank all of you on behalf of the Executive - close to 600 members of Local 4153 for all the deep cleaning, scrubbing, rinsing, waxing, scraping, shop vac sucking, wall wiping, garbage emptying, blackboard wiping, ceiling fan dusting, light changing, gum scraping, sharpie marker & sticker removing hours you put in over a very hot summer to prepare our schools to be as welcoming and presentable as possible. I know this weekend many of you will be getting set for the final push to get things done for your schools - taking time away from family and friends - just so that on Tuesday the kids can come back and feel welcome, safe and refreshed as their classrooms. The amount of work we do over the summer goes unnoticed by the vast majority of our co-workers and the general public but we all know what we do. Take some time to be proud of what we've accomplished, give yourself and your co-workers a high five or a pat on the back!

Copies of ESW Forms

Just a piece of information for all members that are absent from the workplace and have been asked to provide medical info on the FAF form. We had a rather bizarre situation happen for one of our members over the summer that is still in the grievance process and sadly will likely be going to arbitration due to the employer not taking responsibility for their mistakes. That situation had us chasing down medical forms and getting signed consent forms for a few weeks for us to have access to those forms and the information contained in them to argue the grievance and support the member in ESW meetings.

When you have your medical professional fill out the FAF form - please ask for or make a copy for yourself before submitting the form to the employer. It is far easier to have a copy for our elected officials to read when representing you in meetings than it is to try and track down that information through the employer or doctor's offices later on. And no, the employer does NOT provide our elected reps with copies of any medical information for any purposes.

Classroom Clutter

So this week saw the return of our teaching and support co-workers and in some schools - the bringing in of 'stuff' that "I thought it would be great in my classroom". All staff got the memos this week from Facilities outlining what's ok and what's not in classrooms as far as furniture, rugs, lamps, etc goes. This is not a caretaking vs teaching issue and there should never be a conflict about this between us and our co-workers. Supervisors (principals and our own supervisors) have the responsibility to be overseeing their staff and ensuring they are abiding by the policies the employer has set out. If you have classrooms that you are concerned about too much furniture or unapproved furniture being brought in - please address it with your supervisor who can work with the principal and have it removed if it's against the policy. Now is the time to have those conversations. If you've made your supervisor aware of concerns and they haven't been addressed within a few days or a week - please let our office know and we'll assign someone to the situation and file the appropriate grievances to have management actually DO THEIR JOB instead of making excuses and taking the easy route.

I hope you can find some time to relax and hopefully enjoy some good weather this long weekend!

I'll leave you with this - why did the duck go to the chiropractor? To get his back quacked!

Cheers,

Blake