



CUPE 4153 Update

September 12th, 2024

Just a few things for everyone today - read on and keep up to date with what's going on in our Local!

Christmas Party & Donations

Our social committee has been making plans for both our adult and kids Christmas parties and tickets for the adult party are available by calling Janna in the office or by reaching out to Laurie Penner or Kristin Cox. It's important to say that this isn't just a social outing to encourage our members to get out and enjoy themselves together - it's also raising funds for the kids Christmas party and purchasing gifts for the kids, supplying food and entertainment as well. Last year we canceled the Christmas party due to lack of interest. We don't want to do that again but we need to get tickets sold and that needs to happen by October 15th. If we don't have enough tickets sold - the adult party will be canceled again and to be honest, might be the end of the social committee and any of the get togethers, dinners, walks, etc that they've organized in the past.

On that note - if any of our members have connections to local businesses or organizations that would be able to help with donations of gift cards, products or services we have a letter drafted and ready to give to businesses outlining what the donation is for and what we do as a Local. Those are available by calling or emailing Janna in the office.



No Replacement Required? Absolutely NOT!

Caretaking members who still have the “no replacement required” box on their EasyConnect reporting page, **DO NOT click that box**. We are funded for a certain number of FTE positions and those positions are necessary to keep our schools clean. Checking that box means your school will be short and the employer ends up pocketing the FTE funding amount for that person on that day. And that’s exactly what shouldn’t be happening. If your supervisor instructs you to click the box, politely tell them they can go into EasyConnect and make any adjustments they wish but as far as our members and the Local is concerned - every permanent position in every school should be filled every day.

Wage Grids

Now that we’re in a new school year, we have new wage grids that outline who gets paid what for each position. Since the Bill 124 decision, those wage grids have changed since we were in Local bargaining with the board almost two years ago now. While I’m happy to announce that we should have a correct and full Collective Agreement in paper copy going out to each school within the next 3-4 weeks, I can share the new wage grids with everyone so you can verify your pay rate and know you’re being paid the proper amount.

For those that aren’t familiar with the wage grids, when you post into a permanent position you start at the base rate. When you’ve been in that position for 1 year, you move up on the grid to the 1 column and again on your second anniversary you move up to the 2 position which is where you stay until the next wage grid is released which will be after the next round of bargaining in fall of 2026.

Casual members that are filling in for different positions on different days - Monday you may be an Assistant Caretaker at Memorial (where I hear the Head Caretaker is a bit of a goof), then Tuesday you may be a Caretaker at Bernie Custis are paid the base rate for those positions.

It’s important for our members to keep on top and ensure their pay rates are correct. If you feel you aren’t being paid properly - you need to contact the office and we’ll assign an elected rep from the Local to gather info and do their best to sort out the situation with HR and Payroll.

CUPC - Casual

AS CARE - Assistant Caretaker

CARE - Caretaker

HD CARE - Head Caretaker Small Elementary
 LRG ELEM - Head Caretaker Large Elementary
 MAINT1 - Maintenance 1 grade
 MAINT2 - Maintenance 2 grade
 MAINT3 - Maintenance 3 grade
 MED ELEM - Head Caretaker Medium Elementary

CUPE/CUPC		Revised Bill 124				Increase 1.00	Increase 1.00	Increase 1.00	Increase 1.00
Grade	Grid Step	September 1/19	September 1/20	September 1/21	Grid Step	Sept 1/22	Sept 1/23	Sept 1/24	Sept 1/25
CUPC	0	15.43	15.70	16.28		goes to 3 grids removed 60 day requirement			
CUPC	1	21.39	21.76	22.58	0	23.58	24.58	25.58	26.58
CUPC	2	21.61	21.99	22.81	1	23.81	24.81	25.81	26.81
CUPC	3	21.89	22.27	23.10	2	24.10	25.10	26.10	27.10
AS CARE	0	21.39	21.76	22.58	0	23.58	24.58	25.58	26.58
AS CARE	1	21.61	21.99	22.81	1	23.81	24.81	25.81	26.81
AS CARE	2	21.89	22.27	23.10	2	24.10	25.10	26.10	27.10
CARE	0	22.03	22.41	23.25	0	24.25	25.25	26.25	27.25
CARE	1	22.31	22.70	23.56	1	24.56	25.56	26.56	27.56
CARE	2	22.66	23.06	23.92	2	24.92	25.92	26.92	27.92
HD CARE	0	23.58	23.99	24.89	0	25.89	26.89	27.89	28.89
HD CARE	1	24.02	24.44	25.36	1	26.36	27.36	28.36	29.36
HD CARE	2	24.30	24.72	25.65	2	26.65	27.65	28.65	29.65
LRG ELEM	0	24.30	24.72	25.65	0	26.65	27.65	28.65	29.65
LRG ELEM	1	24.83	25.26	26.21	1	27.21	28.21	29.21	30.21
LRG ELEM	2	25.10	25.54	26.50	2	27.50	28.50	29.50	30.50
MAINT 1	0	26.84	27.31	28.34	0	29.34	30.34	31.34	32.34
MAINT 2	0	26.52	26.98	27.99	0	28.99	29.99	30.99	31.99
MAINT 3	0	24.70	25.14	26.08	0	27.08	28.08	29.08	30.08
MED ELEM	0	24.07	24.50	25.41	0	26.41	27.41	28.41	29.41
MED ELEM	1	24.35	24.77	25.70	1	26.70	27.70	28.70	29.70
MED ELEM	2	24.70	25.14	26.08	2	27.08	28.08	29.08	30.08

To clarify - if you've been an Assistant Caretaker for 1 year in a posted position, your rate should be \$25.81. If you've been brand new to the Head Caretaker role and just got a Medium Elementary school as your posting, you should now be making \$28.41. If you have been a Head Caretaker for 4 years at a Large Elementary, you should now be earning \$29.50.

Upcoming Monthly Meeting

Sunday September 22nd - HWETL Office at 105 Nebo Road - Open Discussion lead by our National Rep Kathleen Webster starts at 9:15am. Regular meeting and business begins at 10am. Parking is at a bit of a premium so try and be early.

Elections (reposted from last week)

During our Executive meeting last week we took quite a while to discuss elections and while this is a bit less exciting than watching wax dry - it's necessary for us to do things right and be transparent about it with all of you.

At our GMM on September 22nd we will be opening nominations for certain positions. One of the elections we will not be taking nominations for is the Membership Officer position. The membership officer position will be a "continuation" election for lack of a better word. We had a situation where Geoff Thompson was elected for two positions at the same time - Membership Officer and 2nd Vice President. Geoff chose to take the 2nd Vice President position as prescribed in our bylaws.

That left a position open for Membership Officer as we do not and have not awarded positions to runners up simply to avoid further elections.

After consulting with CUPE National, it is the proper thing to do in a situation like this where someone has declined a position after an election has been held in which they were elected to drop their name off the ballot list and continue on with the same candidates as the original ballot. That is what we will be doing in this situation. I wanted to bring this up and explain it ahead of the GMM so that any members with questions or concerns can voice them and have them addressed at the GMM before the nomination process for other positions begins.

The original nominations for the position were as follows - Chris Cosby, Robert Desperak, Chris Kinzinger, Laurie Penner, Geoff Thompson, Doug Thornberry and Dave Winger.

Moving forward, Chris Kinzinger will be dropped from the list as he has found employment with the Catholic board here in Hamilton and is no longer a member of ours. Geoff Thompson will be dropped from the list after declining the position. Doug Thornberry will be dropped from the list as he was elected as one of two Membership Officers back in June. That leaves a ballot of Chris Cosby, Robert

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Desperak, Laurie Penner and Dave Winger to be eligible for this continuation election if they chose to leave their names on the ballot.

Further communication about positions open for nominations, election dates, etc. will be provided in the coming weeks from the Election Committee.

That's it for this week, I hope this nicer weather is agreeing with everyone, I just hope it holds a few weeks longer so the girls and I can get back to the cottage for some fishing, hiking, foraging for mushrooms and rockhounding!

Quack quack, catch you next week!

Blake