



CUPE 4153 Update

September 3rd, 2024

Well, here we go again! Another new school year with challenges and opportunities ahead of us that we're going to learn from and grow with to make work life better for our members! Lots of information to start the year off with, so without further delay....

Posting Schedule

The job posting schedule that was suggested by HR for this year has been approved by the Executive at our meeting last week. The dates for all postings this year are attached with this update email. They will also be updated on the calendar on our Local website - www.cupe4153.ca

GMM Schedule

We've also looked ahead and mapped out when our General Membership Meetings will be this year. These meetings are held and open to all members usually on the 3rd Saturday of each month during the instructional school year except for December. Meetings start at 10am and we try and wrap things up as close to noon as possible depending on the discussions and business we need to get through. The dates for our meetings are also attached with this email and will be reflected on the website calendar as well.

I want to thank the HWETL Executive for their continued support of our Local by allowing us to use their facilities for our monthly meetings. Their continued support of our Local is appreciated and shown in many ways throughout the year.

Contacting Your Union

During the work day, questions might come up that you wonder what the answer is or need to know something to make a decision for yourself or others. When you need to reach out - the best way to get an answer that is correct and timely is to contact our office. We have an office admin that is wonderful and has been around not only our union but many other CUPE Locals for a long period of time so she understands a lot of what our members deal with at work and the questions they have. She knows who handles what areas and can reach out to them to get an answer and provide that answer to you in a timely fashion. Our goal is to get answers and info to members as soon as possible while realizing that we do not have any union officers on full time book off (in the office for their work day). I have encouraged all elected reps to keep a healthy work/life balance that works for them and our families. All of us have our own jobs to do and when we're at work, it's busy and we can't always answer calls, texts or emails.

Members can reach the office by calling 905-544-7733 or by emailing cupelocal4153@bellnet.ca. Both voicemails and emails are monitored Monday through Thursday from 8am - 4pm and periodically on Fridays and weekends. **Any situation such as an emergency, accident or injury in the workplace needs to be communicated to your supervisor or the on call supervisor after 4pm.**

Christmas Tickets

Our adult party is scheduled for November 23rd at the Legion Hall. The kids party is being planned for December 11th at the same location.

Tickets for the adult party include dinner and dance. Raffle tickets for prizes will be available that evening. The funds raised from the adult party are used towards providing the kids Christmas party at no charge which is a huge accomplishment. The Legion Hall has agreed to provide a return of \$1 from each drink sold to the Local to help support the kids party as well.

Tickets are \$35 each this year and we have a limited number of tickets available. We will be cutting off ticket sales as of October 15th to determine if it's feasible to have the adult party or not. As most of you know, we had to cancel the adult party last year for lack of interest and we sincerely hope that doesn't happen again this year! Contact the office and Janna can get you set up with tickets or contact Kristin Cox or Laurie Penner for tickets as well.

Elections

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 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.

Benefits Info

Thanks to Dave Dickhout for providing this for our members when dealing with coming to the end of allotted sick days....

When we have members that are running out of sick days and benefits, there's a Life Premium that will cover your benefits premiums while they are off.

Tell the member to do the following;

You can call our plan administrator, OTIP at 1-866-783-6847 and ask them to send the life waiver of premium claim forms to you. The Local cannot speak on their behalf they have reach out and contact OTIP themselves.

Sick Days Info Session

There's a lot of confusion and misinformation around when permanent and LTA/LTO positions qualify for their new sick bank once the new school year starts and other info around sick days. Before our September GMM, our CUPE National Rep Kathleen has offered to have an info session for any questions to be answered or taken away to get an answer. We'll open the info session up at 9:15am at the HWETL Union Office and end a few minutes before 10am when the full union meeting will start. The Local Executive will be at the meeting to assist in answering questions, taking notes, etc.

If there's enough interest in shorter, more informal meetings like this before a GMM to talk about certain issues - I'm sure we can make that happen and encourage more member engagement and information sharing. Our goal is to help members understand and gain information so they can speak and act confidently in the workplace on issues when dealing with co-workers, community members, principals and supervisors.

That's all for this week - I'll get back into the habit of updating you all as regularly as possible on things that are going on. For now, that's it for this week - stay demure, stay tasteful and find something to smile or laugh at every day!

Blake



CUPE 4153 Job Postings and GMM Dates for 2024/25

Job Postings

September 3, 17 October 1, 15, 29 November 12, 26
December 10 January 7, 21 February 4, 18
March 4, 25 April 8, 22 May 6, 20 June 3, 17

General Membership Meetings

September 22nd
October 20th
November 17th
January 19th
February 23rd
March 23rd
April 27th
May 25th
June 22nd