



CUPE 4153 Update

September 19th, 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 (*2nd Notice)

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! (*2nd Notice)

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.

Membership Meeting - Sunday Morning

Now that we’re back to the regular school year, we’re back to having our union meetings - affectionately known as GMM’s or Membership Meetings. This is an opportunity for ALL members to attend, listen, question and learn about what’s going on in our Local and with our fellow members. **This month, we’re starting a bit earlier than usual with a Q&A Session about sick days that will be hosted by our CUPE National Rep Kathleen. The Q&A Session will begin at 9:15am and end before our full meeting starts at 10am.**

During our full meeting we’ll have our regular union business and reports from committees as well as nominations for the following positions - to be elected next month.

1 x 3 Year Trustee
3 x Shop Stewards
10 x Health & Safety Committee

As mentioned earlier - the continuation election for the Executive position of Membership Officer will not be open to nominations but we will confirm that those members previously nominated will continue to let their names stand for the election next month.

Our meetings usually finish up around noon so we can get people back out to their families and maybe even lunch somewhere and get on with their day! Come on out and be part of YOUR Local, have a say in what’s happening! **You bring your beverage, we’ll provide the morning snacks!**

Meeting Place - HWETL Office - 105 Nebo Road

Nominations Online

After checking with the Election Committee, they have approved online nominations for Sunday's meeting for those that are unable to attend in person. Nomination emails will be accepted up until 10am local time on Sunday. The email to send to is cupe4153electioncommittee@gmail.com

If you are unable to attend the meeting and wish to nominate someone for a certain position, please send an email before 10am Sunday stating the following,

"I, _____ (state your full name) would like to nominate _____ (nominees full name) for the position of _____ (state the position you are nominating them for).

Signed,
_____ (member name)"

Alternatively, if you are unable to attend and believe you may be nominated for a position or know that you'll be nominated for a position, you can accept the nomination by sending an email stating the following,

"I _____ (state your full name) will accept a nomination for _____ (state the position you will run for).

Signed,
_____ (member name)

I want to thank our Election Committee of Rose DiCarlo, Shelley Livingstone and Donna Clappison for volunteering to oversee our election and make some decisions along the way. Without members willing to step in and help out - things like this just wouldn't be able to happen. Once the nominations are done, the Election Committee will be responsible for approving all election material from candidates that they want posted on social media and then oversee and decide on any issues on election day.

New HR Contact List

Attached with this email is the most current HR - Who To Contact list. Please print this out and keep handy on your caretaking bulletin board for issues with seniority, payroll, etc.

An Open Invitation

Earlier this week an email to the Executive was received at the office that was basically a glorified complaint letter. Of course it wasn't signed by anyone - it was sent anonymously. Allegations of not representing casuals, playing favorites, along with a threat of seeking different union representation. What was lacking in the email was any evidence, facts or information to back up any of their claims. No dates, no names, no information that would point to anything specific.

So, for "eyespy170" let me say this - we have a union meeting this weekend so I personally invite you out to give some evidence or examples of any of the comments you made in your email. If you're not comfortable doing that in a room full of people, I'll extend an invitation to you to talk to your Executive at our next meeting in October. All you have to do is call the office and let us know you'll be there and we'll set aside half an hour for you to give us any information you have to back up the claims you've made.

If there are issues that we've come up short on and need to do better - by all means let us know - it's YOUR Local.

Until next time,

Blake

Who to Contact in Human Resource Services and Staff Well-Being Tel: 905.527.5092

NAME	POSITION	DETAIL	EXT
Jason Alexander	Executive Officer, Human Resource Services & Staff Well-Being		2753
Lety Goddard	Senior Manager, Human Resource Services & Staff Well-Being		2666
Christy Jacobs	Executive Assistant, Human Resource Services & Staff Well-Being		2753
Recruitment & Staffing			
Lara Gallagher	Manager, Recruitment and Staffing	Executive Council, Trustees	2504
Brenda Maxwell	Human Resources Officer	CUPE, OSSTF OCTU, PASS	2034
Kerri Davren	Staffing Coordinator	CUPE, OSSTF OCTU, PASS	2224
Rachel Hague	Human Resources Officer	COPE, OSSTF PSSP, DECE, Mental Health Asst	2606
Kholoud Gannam	Staffing Coordinator	COPE, OSSTF PSSP, DECE, Mental Health Asst	2437
Danielle Meville	Human Resources Officer	OSSTF T/OT, Con Ed, OSSTF ESL, P/VP	2325
Vikki Kokotec	Staffing Coordinator	OSSTF T/OT, Con Ed, OSSTF ESL	2384
Ali Rilstone	Human Resources Officer	HWETL, HWOTL	2255
Heidi Oldenburg	Staffing Coordinator	HWETL, HWOTL, Executive Council, Trustees	2239
Vickie Doidge	Staffing Coordinator	Permanent ETEA, STEA, P/VP, ESLI	2215
Vacant	Junior Human Resources Officer		2285
Kyle Weitz	Equity Recruitment Officer		2032
Rossana Tasker	Recruitment Administrator		2432
Barbara Robson	Recruitment Administrator (0.5 AM)		
Professional Development & Employee Experience			
Sara Van Klooster	Manager, Professional Development & Employee Experience (A)		2152
Honey Bartolabac	Professional Development & Employee Experience Administrator		2687
Employee Support & Wellness			
Lana Zekonic	Manager, Employee Support & Wellness		2138
Priscilla Addo	Employee Support & Wellness Officer	Attendance Support, WSIB Case Management Support, Early Intervention and Staff Wellness Program	2801
Bryce Walsh	Employee Support & Wellness Officer	Sick Leave & LTD Case Management	2116
Kathy Forde	Employee Support & Wellness Coordinator	Medical Note Staff Reimbursement, General Inquiries, Manager and Officers Support	2605
Nichola Robertson	Specialist, Sick Leave, Return to Work & Accommodations	Family of Schools 1 & CUPE Permanent Staff and LTOs	2248
Aaron Wilson	Specialist, Sick Leave, Return to Work & Accommodations	Family of Schools 2 & 4 Permanent Staff and LTOs	2383
Mary Marchionda	Specialist, Sick Leave, Return to Work & Accommodations (A)	Family of Schools 3 & 5 Permanent Staff and LTOs	2013
Ryan Bond	Specialist, Sick Leave, Return to Work, Accommodations & WSIB	Education Centre, ECPP, CCE, Glenwood LTO's, Casuals & PVP, WSIB Claims Support Management – Staff Last Name N-Z	2152
Victoria Catella	Specialist, WSIB	WSIB Claims Support Management – Staff Last Name A-M	2412
Holly Cramm	Junior ESW Specialist	Short-term Sick Leave Claim Support (2-6 weeks)	2162
Teresa DiCienzo	ESW Administrator	HWETL, HOWTL, OSSTF T/OT, OSSTF ESL	2014
Femia Skrzek	ESW Administrator	COPE, CYCP, DECE, OSSTF OCTU, PASS, OSSTF PSSP, CUPE, HWPC	2640

Compensation, HR Operations & Analytics			
Habib Zaza	Manager, Compensation, HR Operations & Analytics	Job Evaluation, Pay Equity, Benefits, Operations, Data Integrity	2238
Jessica Spence	HR Administrator		2338
Tizianna Villella	Absence Management System Administrator		2276
Meng Hua Kwong	HR Systems Administrator		2803
Shushmita Jahan	HR Systems Administrator		2249
Occupational Health & Safety			
Matthew Kwan	Manager, Occupational Health & Safety		2686
Cindy Laurenzano	Occupational Health & Safety Administrator	General Inquiries, Annual Inspections, Ebase, First Aid	2280
Vanessa Cvetko	Safe Interventions & Violence Prevention Officer	Workplace Violence Prevention, BMS	2177
Matthew Gibbs	Occupational Health & Safety Officer	Critical Injuries, Work Refusals and Other Emergencies Schools A-M, Water	2218
Donny Sto Domingo	Occupational Health & Safety Officer	Critical Injuries, Work Refusals and Other Emergencies Schools N-Z	2112
Labour Relations			
Andrew Davidson	Manager, Labour Relations	PASS, P/VPS	2016
Effie Philippeos	Labour Relations Coordinator		2216
Quinton Balla	Labour Relations Officer	Bargaining, Grievance Administration, Investigations CUPE, OSSTF OCTU	2942
Dan Rutherford	Labour Relations Officer	Bargaining, Grievance Administration, Investigations HWETL, HWOTL	2410
Aly Sullivan	Labour Relations Officer	Bargaining, Grievance Administration, Investigations COPE, OSSTF PSSP, DECE	2004
Natalie Zip	Labour Relations Officer	Bargaining, Grievance Administration, Investigations OSSTF T/OT, Con Ed, OSSTF ESL	2912

*A - Acting