



# CUPE 4153 Update

October 11th, 2024

## Christmas Party & Donations (Final 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.



## **Seniority List Issues**

Well, it seems like somebody might have pushed a wrong button or checked the wrong box on a piece of software up at the Ed Center or something went haywire because I've heard that a good number of people have disputed their seniority date on the last list that was recently published. The employer and you union reps are aware of the discrepancies and for the time being - any member that believes their seniority date to be wrong on the recent list should report the issue AND why they believe it to be wrong to the HR dept by October 31st at the latest. This isn't something the Local can do for you - it needs to come from individual members.

You can view the seniority list(s) by clicking here. Once you have looked at it, if you have an issue with your date you are directed to contact HR by emailing them at [cupestaffing@hwdsb.on.ca](mailto:cupestaffing@hwdsb.on.ca) Please identify yourself (with your employee ID number if possible) and let HR know why you believe your date is in error so they can process errors and get them corrected as soon as possible. It's not to your benefit to simply say "I think my date is wrong" without any reason in your email.

HR has committed to producing a new seniority list as soon as all the errors have been addressed, hopefully within a week or so of the October 31st deadline for reporting errors.

## **All Elected Reps Meeting**

Before the start of our October union meeting on the 20th, all elected reps (Executive, Stewards, H&S Reps) are asked to attend a meeting from 8:45 - 9:45am at the HWETL Union Office. The purpose of this meeting is to bring all elected reps together at the same time and for our National Rep to go over some basic issues of being an elected part of a union Local. It is important for all elected reps - new and old - attend and everyone hears the same direction at the same time.

## **Membership Officer Election**

Reminder that our election for the vacant Membership Officer position on the Executive will take place next Thursday from 8am - 5pm. Email ballots will be sent out automatically at 8am on the day of the election and the voting will close at 5pm. Simply click and pick one person and cast your vote for who you believe should be in that position. Candidate letters are posted on our website - check them out!

### **GMM - Next Weekend**

An early reminder that next Sunday - October 20th will be our next union meeting at the HWETL Union Office on Nebo Road. I want to thank our colleagues and co-workers at HWETL for allowing us to use their union office for our meetings. We will be swearing in our new Membership Officer from the election on the 17th and dealing with some new and old business. It's important to remind all of our members that our union meetings is where a lot of our business and direction for our Local is done. Attending, asking questions, getting answers and being part of the process is important. I can share with you that instead of making a decision at the Executive table earlier this week about our cell phone bill, we decided to put the issue to the membership for a vote so that will be happening under New Business on our agenda.

### **Mental Health Day**

One of our own members alerted me that yesterday was World Mental Health Day. No matter where you live, work or vacation - mental health issues are on the rise everywhere. The world is getting more hectic, more demanding, more stressful and more chaotic. Coping with mental health issues is no stranger to some of us. It's affected my family in many ways over the years and I know I'm not alone in saying that. Mental health issues have become more prevalent since the Covid pandemic and talking about issues is getting easier in certain situations but it's still not as accepted as it should be. Taking time to reflect, think about and have an action plan for safeguarding and protecting your mental health are so very important for your overall health and well being. We have free and confidential help available to us through our EAP Program at work for anyone needing to talk to someone. I know it sounds cliché but you don't need to suffer alone and try to fix it all yourself. We're all in this together and finding people who are interested in strengthening themselves, doing better for their families and truly supporting each other through good and horrendous days smoothes out a lot of the rocks and bumps in the road along the way. You can check out the focus of this year's mental health day by visiting the World Health Organization's website by clicking [here](#).



**Patience**

Earlier this week before our Exec meeting, Janna let me know she wasn't feeling well and might have to go into the ER later in the day. I told her if she needed to go to the ER just to go and we'll get by without her but no, she came in to work and let one of us drive her to the ER after the meeting was over. Well, turns out she's due to have her gallbladder out and now that she's had the surgery and is on the mend - please take a quick minute to shoot her an email and let her know she's missed. If you have sent an email in the past 48-72 hours and haven't gotten a response yet - please be patient and give us a chance to catch up on what's been missed with a very important part of our team being out of the game temporarily. We all want to wish Janna a speedy recovery without complications and will be glad to have her back to full strength very soon!

Cheers,  
Blake