



# CUPE 4153 Update

October 18th, 2024

## Christmas Party

Your Social Committee has decided to extend the deadline for ticket sales for the Christmas Party until October 30th. So far we have only sold about 40 of the 200 tickets available. Definitely not enough to go ahead with the event and all the costs associated with it. Just to be crystal clear about this - if we don't get very close to the 200 tickets being sold, the event will be cancelled. The kids Christmas party will happen this year regardless of the adult party but this may also be the last year for that as the adult party helps provide funding for the kids party. If you're looking for a night out, dinner, good company, dancing and a few beverages to celebrate with your co-workers - get in touch with Janna at the office, Kristin Cox or Laurier Penner for tickets. I'm pretty much a homebody but even I know you're not gonna go out for a night like that anywhere else for only \$35! Tickets will be available at the union meeting this weekend!



## **Seniority List Issues (\*2nd week)**

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 (\*2nd Week)**

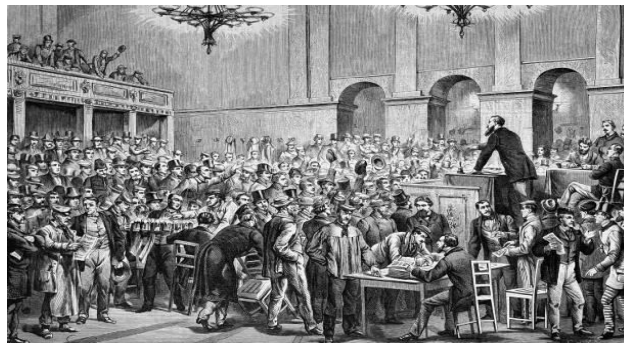
Before the start of our October union meeting this weekend, all elected reps (Executive, Stewards, H&S Reps) are asked to attend a meeting from 8:45 - 9:45am at the HWETL Union Office. The purpose of this meeting is to bring all elected reps together at the same time and for our National Rep to go over 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.



## **GMM - This Weekend**

Pre-Meeting: this month we're gonna have a meeting with all our elected reps from 8:45am to 9:45am along with our National Rep to outline expectations, roles, etc. Members are welcome to come on in at 9:45 and we'll begin our normal meeting at 10am. Bring your drink, morning treats are on us.

It's important to remind all of our members that our union meetings are 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 last 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.



## **On The Mend**

Just as a quick update for everyone, Janna is recovering well from her surgery last week and isn't quite up to doing jumping jacks and attempting world record high jumps just yet - but she's getting there and is very thankful for all the well wishes that members sent her.

## **FAF's & Wait Times**

For any of our members that have to submit an FAF for a medical absence, please note that when you submit your FAF, you may not hear back about a meeting for up to a week. Staffing issues and the sheer number of medical documents being received to the department make the wait time what it is.

Emailing or calling daily to see when you can go back to work isn't going to help the delay. I know it's frustrating when you've been off and you want to get back into your routine but especially if there's

restrictions or modifications from your medical professional - it's safer and healthier for you to be looked after properly. If there are no restrictions or modifications, you haven't been away from work for very long and all your paperwork from your doctor is in order you may get a meeting a couple days earlier than someone else with a more detailed or extensive meeting that's required.

### **Collective Agreement Issue**

Turns out there was a mistake made in bargaining that neither side caught at the time and has made it this far until it was caught and brought to our attention. In the 19-22 bargaining sessions, changes were made to the collective agreement that shouldn't have been made locally. Vacations fall under Central Bargaining and not Local. We addressed that with OSBCU, CTA and the Crown and all agreed that we would go back to the 14-17 language in this contract. Well, during proposals there was a clerical error and both sides missed it. In the spirit of good faith bargaining between both sides I had a meeting with HR on Wednesday and walked them through how the error happened after spending a few hours figuring it out myself. What does this mean for our members?

It means that **there IS a limit of five (5) single days that can be taken during the year as vacation.** This error will be corrected on electronic and more importantly the printed copies that will be arriving in your schools in a few weeks time.

**To clarify, we should have a 20.01(d) in our collective agreement that states that there is a limit of one week (5 days) that can be booked as vacation in single days during the vacation year.**

As President at the time and leading the bargaining team, the responsibility to make sure we do our best for our members is on me and we fell short by missing that piece of information on a proposal pass. I do apologize for the mistake on behalf of the bargaining team and the confusion it's caused some members lately but we will make sure it's corrected and clear for everyone moving forward.

Oh, and the fact that it's not included in an electronic copy isn't grounds for a grievance or making the employer honor requests for single days exceeding 5 per year. It was a clerical mistake during bargaining that was supposed to be included and wasn't.

## **Harassment in the Workplace**

A reminder that harassment in any form is not ok at work. This includes harassment from co-workers and sometimes supervisors as well. The only difference in harassment from a co-worker and a supervisor is who the issue is reported to.

Any claims of harassment should be reported and investigated by the employer. The Local can assist with filling out the forms and throughout the investigation phase but individual members must report the harassment themselves. You can find the harassment claim forms [here](#) to print and fill out.

## **Snowblowers**

Now is a great time to spend a half hour or so outside with your snow equipment BEFORE you need it. Get out to your bunkers, drag your snowblower out, fire it up, let it run and check it's operation. Anything you notice that needs attention - doesn't start, runs rough, safety guards missing, etc. - create a work order and have it addressed before the snow comes and the equipment is needed. This reminder was brought to you by Pat Amatangelo.



Congratulations to Dave Winger for being the successful candidate in the Membership Officer election yesterday. A huge thank you to everyone who took time to vote yesterday - 44% of members voted. While that's a reasonable number to participate - it still means that over half of our members didn't have a choice in who represents them.

Hope to see you Sunday!

Blake