



# CUPE 4153 Update

October 25th, 2024

## Christmas Party (for the last time....)

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 45 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 canceled. 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 (last time.....)**

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.

## **Not My Job.....**

Recently we've had a few instances in schools where caretaking staff have told co-workers from other labor groups that something "isn't my job". Specifically the cleanup of bodily fluids from students who have been assigned an EA or in an ASD class. This has been an ongoing issue for many years for one simple reason - the employer has failed miserably to make clear definitions about job duties. When it comes to cleanups, EA's assigned to students are responsible for the care and well being of that student. When there is an accident or mess in a change area or bathroom, the EA is responsible for the primary cleanup of the area with the well being of the student in mind. Caretaking is responsible for any extra cleaning and proper disinfection of the area. For instance, if there's a mess in a washroom with feces on the wall and floor and the EA has done what they can to clean up the student and the area - the rest of the cleanup to make the area usable and safe is on us folks.

### **What Do I Use On Desks?**

I'm not sure if there's been more than one full moon lately but when this issue was brought to me I thought it was a joke to be honest. If you're not sure about what chemicals are for what purpose, please contact your supervisor immediately. If your supervisor tells you it's ok to punch holes in chemical bottles and use it full strength, please call our office and ask one of our health & safety reps to get in touch with you. Just because two products have the same hydrogen peroxide ingredient doesn't mean they are interchangeable and do the same thing. Perdiem doesn't go on desks - it's for floors. It has the ability to create a film that can turn greyish black and become very tacky which is obviously not ideal for desks where students are learning. If you were around when we used to use Neutral Disinfectant and it was mixed too strong it did the same thing.

Stick to the Oxivir, let it sit wet on the surface for 5 minutes to do the disinfection and let it air dry - no issues.

### **Complete the OSBCU Survey**

**Help me out here folks! We've got a 13% participation rate so far on this and we need lots more to get up to 1st place!**

Got an update from OSBCU about participation in the survey and we're moving up! We're not in last place anymore so that's good. What would be great is if we weren't in the middle of the pack in participation - we want to win! Take 4-5 minutes and complete the survey so OSBCU has a better idea of what to advocate for moving forward! See below for more info from Joe Tigani, OSBCU President.

Good morning,

Today OSBCU is launching the survey on services that is part of our campaign to improve staffing levels at all school boards across Ontario. The survey is intended to get members' feedback on what they contribute to student success and the success of school boards. The results will be used in several ways:

- Publicly, to highlight the importance of the work of all CUPE education workers
- To develop concrete staffing demands for political action and the next round of central negotiations
- Building relationships in our communities to support better funding and better administration of Ontario schools
- To help understand sick leave utilization and defend our sick leave and short-term disability utilization

Our goal is to have high member participation in this survey to help support the case for better staffing, better job security, and a better experience for all students in Ontario.

OSBCU executive members will be updating you regularly on the response rates for your local, offering support to help your local get as many members as possible to submit a survey.

After the survey closes locals will be provided with the survey results for their board. Where participation rates are high, we will also be able to do local media events to highlight the work your members do, and what they say about how to make the entire education system better.

English: <https://survey-sondage.cupe.ca/index.php/258247?lang=en>

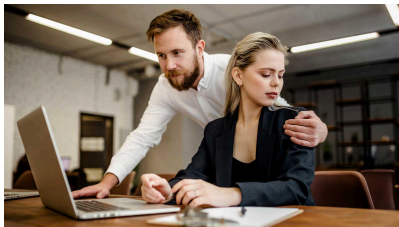
In solidarity,

Joe Tigani

## **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 (2nd Reminder)**

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.



Please check out the attachment with this week's update. If you're interested in possibly saving yourself some money on your home or auto or both insurance policies - give OTIP a call. I switched my insurance over a few years ago and the first year I saved almost \$700 over other providers just because I was an education worker. They understand our needs and even if you just want to get a quote for now and aren't ready to switch - you can still win up to \$1,000. Give them a call at the number on the flyer and find out if you can save yourself some money!

Enjoy your weekend folks!

Blake



## Insurance built for all members of the education community



### **Back to school bonus offer.**

Get a quote in September or October  
and be entered to win **\$1,000 cash!**

Get a **quote online** or call **1-866-206-7523** and mention this offer.

#### **Why OTIP?**

- Save up to 25% on car insurance.
- Save up to 50% on home insurance when you insure both your car and home with OTIP.\*
- Deal with an insurance brokerage who understands your unique needs and is dedicated to the education community.

\* Restrictions apply. [See details.](#)