



CUPE 4153 Update

November 8th, 2024

Complete the OSBCU Survey (last chance...)

I wanted to take a minute and just encourage everyone to take 5 minutes of your time and fill out the survey for OSBCU. For those that are new or just don't know - OSBCU is the Ontario School Board Council of Unions. They are the bargaining agent for all CUPE Education Workers in Ontario. Do you know that every school board is different on who does what jobs? In our board, CUPE workers perform maintenance and caretaking duties. In other school boards, CUPE workers can be EA's, clerical staff, librarians, ECE's, DECE's, IT Specialists, Speech Pathologists and dozens more support staff roles.

OSBCU is responsible for bargaining with the Crown (government) and CTA (school board Trustees) for the Central half of our contract including sick benefits, vacations and our benefit plan and probably most importantly for most people - our pay rates and increases. Our current contract expires in August of 2026 and OSBCU is already gearing up and planning to not only defend our current collective agreement but also make proposals and suggestions to make our working life better. That's why you need to complete the survey because they need front line information and experiences from all of our 55,000 OSBCU members across the province.

If you don't complete the survey, they won't know what's important to our members. Would it be fair to send your partner to the grocery store with no list and then be upset when you didn't have what you needed to make a family dinner? OSBCU is asking for 5 minutes of your time to tell them what's important to you so they can better represent, advocate and fight for you as a worker. Tell them what you need.

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

Watch Your Pay Deposit

Without going into many details, at this time it's the advice of the Local to check your pay and pay stubs every pay period. Seems like too many things in HR including Wellness are going a bit screwy and sideways lately and many mistakes are being made. Thankfully yesterday while I was in Toronto to assist with a few CUPE National Trials for another Local, Pat Amatangelo called me about one of our members who was paid, then the entire paycheque was taken back out of his bank account only a few minutes later because somebody up in HR made a mistake. Thankfully with Geoff and Pat were on it and through the help of one reliable manager in HR, the error was rectified by the end of the day and payment was restored for our member.

Please check your pay stub when it's posted to the web portal on the Monday before payday. If you see anything that seems weird, give the office a call and let us know so we can look into it. There are far too many errors being made that can legitimately screw up a person's (and their family's) life and cause an incredible amount of stress and anxiety that's all totally unnecessary.

Do yourself a favor - check your pay rate. Are you being paid the proper amount. Check your hours - has your supervisor changed your timesheet without advising you and shorted you hours? Check your net pay - we all should know approximately what we should be paid every two weeks - is your pay way less than it normally is?

The Local, the Executive and Stewards are here to help you get what you're entitled to, when you are entitled to it. You provide the info, we get to work.

Door Locking and Unlocking

There seems to be some confusion among members about when to lock or unlock doors in our buildings. While these questions should be going to your supervisor first (THEY are responsible for the proper running and safety of the workplace) the Local can provide some assistance on the issue.

In elementary schools, all exterior doors are to be locked during the instructional day. From the time the bell goes in the morning until students are dismissed at the end of the day. If your supervisor or Principal asks to have the doors unlocked, politely tell them no it's against the Safe Schools Act during the instructional day. Secondary schools are not subject to the locking of doors throughout the day. As much as I'd like our board to extend those same rules to secondary schools, they have

chosen not to. Makes no sense to me that in buildings with a higher risk you would leave the doors open all day.

After the instructional day - if your school has a daycare and they do not have a dedicated entrance bell that parents can ring and have the door opened for them, a door may be left unlocked that is closest to the daycare. Parents are advised to enter and exit through that door. Any reports of people other than parents coming into the school without a reason for being there should be reported to your supervisor and addressed through health & safety. We've had a number of schools over the years where community kids know a door is open and find it funny to run through the school after hours while the daycare is still open. Not acceptable at all. When that happens, a plan is usually put in place very quickly to have a dedicated doorbell installed so doors can remain locked.

For evening rentals - we are responsible for opening doors 15 minutes prior to a rental. We meet the rental at the door and unlock them. The rental holder is responsible for admitting only those people associated with the rental and not simply leaving the door unattended so anyone can enter. 15 minutes after the rental time starts, we are responsible for locking the doors. Any latecomers to the rental will have to contact someone already inside and have them let them in and insure the doors are secured again against anyone else entering.

Locking up at night - all of our members should be aware of exterior doors in their section. The Local strongly suggests checking exterior doors a few times through the night in passing just to make sure nobody (staff, daycare, etc.) has exited the building and the door hasn't latched properly. At the end of the night in secondary locations it is usually noted on the afternoon head caretaker's job duties to insure all exterior doors are locked. If everyone meets up at the alarm panel at 10pm and you don't have a green light, I'd like to think as a team you can figure it out BUT I'm not naive enough to think that happens in buildings where there might be some tension or personality differences with other members. We are responsible for insuring we have the building locked up and secured - either as a team or if it's assigned to one person on the team.



Enjoy the last colors of fall this weekend - I think after this we're looking at bare trees for the next 5 months! Oh, and might be a good time to put a nice ceramic coat on your vehicle before winter, put some Rain-X on your windshield and change over to winter washer fluid. Old man winter ain't too far off and best to be prepared than caught off guard....

One last note for history buffs or people like me that like to go sit down at the lift bridge and see the big ships come and go from the harbor - Sunday November 10th marks 49 years since storms claimed the Edmund Fitzgerald on Lake Superior. The Edmund Fitzgerald was the largest ship on the Great Lakes when launched in 1958 and remains the largest ship sunk in the Great Lakes. 29 men lost their lives when the ship sank. Gordon Lightfoot wrote a song about the tragedy that most of us recognize simply by the first few notes.

Have a great weekend everyone!

Cheers,

Blake