



CUPE 4153 Update

January 8th, 2025

Islamaphobia Training.....

Lots of calls yesterday about the email sent to all of us about the Islamaphobia training coming up. Just to be clear about this training - the HWDSB Trustees have decided that this training is mandatory, not the Ministry of Education so this is a local school board issue.

Our employer can deem a lot of things mandatory for employment with them and this is one that they have decided should be mandatory - but only for permanent staff. Why did they decide that? I have no idea, I wasn't present at the Board meeting where this was discussed and you'd have to reach out to them and ask yourself. You can figure out who the Trustee is where you live or for your school by simply Googling "HWDSB Trustees".

I'm not going to get drawn into a political discussion about "is this needed?" or "why do we have to do this woke crap". Those comments speak for themselves. This decision by the Trustees is no different than any other item deemed mandatory by the employer and we need to abide by it. There is nothing in the CA that says "thou shalt not make training on sensitive or uncomfortable issues mandatory" so this isn't a grievance issue. It is paid time for all participants so you're not asked to be doing it on your own time. If you own a permanent position, you need to sign up for one of the two dates provided in the email yesterday for the training as well as attend the training and participate.

Your supervisor is the one responsible for arranging coverage for people attending the training. If you have any concerns, you need to speak with them.

Cheers,

Blake