



# CUPE 4153 Update

February 26th, 2025

## **Provincial Election - Thursday**

Last provincial election - about 40% of eligible voters in Ontario voted.

43% of those who voted cast a ballot for the Conservative candidates in their areas.

Doug Ford won a majority government and I think anyone could argue that he's made some very bad choices - Greenbelt, notwithstanding clause, Ontario Place Spa, Science Center and the list goes on.

**Numbers don't lie - 18% of Ontario voters gave Doug a majority to do what he wishes.**

Please exercise your right to vote on Thursday. I voted early - walked in and back out again within about 5 minutes. You're never going to find a party or candidate that thinks like you do on every issue but you can support a candidate that doesn't piss you off with almost everything that comes out of their mouth and you can agree with most of the time and their promises and goals give you and your family the best chance to do well for yourselves!

## **Staff Survey**

Currently the HWDSB is looking for input from staff on a survey that is open until March 7th. The survey is made up of two parts and both parts must be completed to finish the survey. Part one is about your daily work life - do you feel valued, have you been harassed or bullied type questions. The second part is how you identify yourself in a number of ways. I know a lot of people are just going to say this is dumb and I don't have to tell them that and I understand where that's coming from. But when you put it in the context of your overall work experience - if taking the time to fill out a 10 minute survey and click a bunch of boxes could make your work day easier, more enjoyable or suck less - why not? It's ANONYMOUS. If you don't let them know what's wrong - is there a reasonable expectation that they're going to do anything about it? Be brutally honest in your answers - I was. And it took me 8 minutes to complete it as an employee - not as a union

leader. You can find the survey link right here - [SURVEY LINK](#) - or check the email from the Director on February 18th.

### **Vacation Payouts**

Any members with vacation left over from last school year are going to be waiting at least another pay for their payouts. After looking into the situation for one member, it turns out there's about 50 members waiting for their payout. Now, while I strongly advocate for using your vacation and spending time away from the workplace and keeping a healthy work/life balance - that may not be everyone's choice.

As it is right now - any unused vacation as of December 31st needs to be paid out by the employer and they have been working on the process for all 50 members but the cyber incident has tossed a monkey wrench into things. There's more than one internal system that's still being worked on and patched by IT and that's why things like T4 slips haven't been posted yet. Those T4's must be posted by the end of the month.

There's no payout date mentioned in the CA and we've flagged that for bargaining next year. In the past the payouts have been made mid February with no issues. This year - complications. When I spoke with HR this morning they are hopeful that payouts can be made on the March 13th pay but they would confirm with me when they are absolutely certain.

### **Honey or Vinegar?**

You'll catch more flies with honey than you do vinegar. Loose translation - be nice and you'll get further than being angry.

When you're dealing with a CUPE co-worker, other co-workers, principals or your own supervisor - respect is needed. Period. It's a workplace, not a summer backyard barbeque. Yelling at anyone isn't the answer. Making rude comments or spreading gossip about someone isn't the answer. Raising your voice at someone isn't the answer, no matter what background you're from.

When it comes to dealing with management, if you have a serious issue and have been respectful in asking questions and you're not getting anywhere - we can help with that. I don't want to have to

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sit through any more meetings with members who have shot their mouths off or worse, written it in an email - and are expecting "the union" to bail them out so they keep their job. When it comes to arguing with anyone in the workplace - leave the arguing to elected reps. Keeping things respectful will keep you on the right side of the line you need to be on.

Cheers,  
Blake