



CUPE 4153 Update

January 31st, 2025

Cyber Incident

Haven't had any further updates from the Ed Center on the cyber incident, the cause of it or how extensive it was. Any comments you're hearing around work today about personal data being stolen or accessed are likely just speculation and can be relied on as much as our 1 ply see through toilet paper after a visit to Taco Bell.

I did have an opportunity to speak with the Director this morning briefly and was assured that when the people in charge of our network figure out what happened and the extent of it, they will let us know and also let us know what they've done to address the issue going forward. They have been in touch with other school boards who have had similar incidents in the past and are working diligently to get our online information services back up and running to support the learning that happens in our schools each and every day.

If there's any more news on this issue over the weekend, I'll likely just wait until Monday to share it with all of you to respect your time away from work and encouraging you all to disconnect from work whenever possible!

Food Is Available

Are you a member that's having an issue providing food for yourself or your family? Do you find yourself lying awake at night thinking of what bills to pay and balancing that with trying to keep yourself and your loved ones fed and not hungry? We want to help and we can help.

Before the Christmas holiday we had a very successful food drive from our members just to benefit our own members who are struggling. It's kinda like a warm hug from our members to our members - just in food form. I was super impressed and happy with the donations we received and I know the families that came in and loaded up boxes to take home with them were overwhelmed and very appreciative.

Well, the giving continues! **We still have quite a bit of food available to any of our members in need.** Everything is confidential to myself and Janna, our office administrator. It's just a simple call to our office to set up a time to come in, fill a few boxes and be on your way without having to worry about how much food is going to cost you for the next week or two.

I hope for all of our members in need that this will be an ongoing, year round "service" for lack of a better word that we can provide for our members because like someone much wiser and understanding than I said a long time ago "people don't care how much you know until they know how much you care". We're reaching out and making connections with local businesses and providers to add to and expand what we have available currently and that makes me smile.

Sometimes in union life we have to give bad news, deal with people who aren't in a good situation and not have any good answers to questions aimed at us. But this food bank for lack of a better term is all positive news with no strings attached. If you're in need when it comes to food, we're here to smile, help and take some stress off of you.

Duty To Accommodate Issues

When someone is injured - in the workplace or somewhere else - an employer has a duty to accommodate up to a certain point. Basically, employer's need to find a way to help you continue to work and be productive. We as workers also need to be part of that process in our work locations. If someone in your building has an injury that will take a few weeks to heal and they can't lift more than 10lbs for a while - the duty of the employer is to find alternate tasks for that employee that keeps them working without lifting over that amount and risking further injury.

That usually means someone else will have to take their garbage out and possibly a few other tasks. But, the person with the injury is also responsible for doing some tasks that they can perform to switch with someone taking their garbage out for them. Maybe it'll be sweeping a hallway or cleaning a bathroom.

The time taken off an employee for tasks that they can't perform should be made up with tasks they can perform for others on the team in the school. Arranging this is the responsibility of your Supervisor. This isn't the responsibility of the employee or the Local or our scheduling team.

Before some people go off and start on about "it's not fair, if they can't do their job they shouldn't be working" or something similar - remember this - when you find yourself in that same position (and it's likely all of us will have an injury at some point that impacts your ability to do your full job duties) what kind of treatment would you expect in the workplace? These laws have come about for employers so they just can't discard and replace employees that are having challenges for a period of time so they can stay active, stay involved and stay relevant and meaningful in the workplace.

Yes, sometimes it's a pain in the ass to have to change your daily routine and maybe go vacuum a couple extra classrooms on a different floor or area of your school for a couple weeks or even a month or two. But, please keep in mind that we're all people just trying to get by in a rapidly changing and messed up world and someday you will find yourself needing help at work. Hopefully the people you're working with then will be helpful and understanding of your situation and choose to help you through it and support you rather than make you feel like you're a problem or an issue and give you grief about it.

Cheers,

Blake