



# CUPE 4153 Update

March 28th, 2025

## **Lighting Concerns - H&S**

Our Health & Safety Committee has been fielding calls and inquiries from members concerned about the lack of adequate lighting around buildings and placement of garbage bins on properties as it relates to our members and night time risks. If you have concerns about the risk level of having to toss garbage out at night due to insuffience/non-existant lighting around walkways or bins themselves - please contact one of our Health & Safety Committee members or contact Janna in the office and she'll forward your concern on to the Committee so they can investigate and hopefully work with management to decrease or eliminate the risk.

## **A Supervisor Walks Into a School....**

No, it's not the start of a joke. It's the start of bending Collective Agreement rules that really gets under my skin and makes my face and mood even grumpier than normal, if you can believe that!

If your supervisor wants to ask you questions about something - there's things they can freely ask and some things they know they're not supposed to ask without a Steward or Exec member present. But if they ask and you choose to answer, they're not going to stop you from giving them information to be used against you or someone else.

"How's your day going?" Ok to answer

"Where did you get that hoodie, I really like it?" Ok to answer

"Can I bring you a coffee - I'm stopping by the school soon?" OK to answer

"Last Wednesday, did you leave the school and go shopping at the Dollar Store? No, do not answer

"Did you have an altercation with a co-worker yesterday about locking doors? No, do not answer

When it comes to questions from a supervisor and I'll emphasize this - I'm not talking all supervisors. I have a very good working relationship with some of our supervisors and some - not so much. Some are very respectful and considerate, others not so much. One thing I expect out of all them is following the Collective Agreement.

**If you feel a question is suspect coming from your supervisor - ask them directly - "Is this related to something that could result in discipline for myself or a co-worker?" If the answer is yes - then request a meeting be scheduled with the supervisor, yourself and a steward or Exec member and don't answer anything else. It's your right and you should be exercising that right every time.**

### **When You're Going To Be Late (2nd notice)**

We have an obligation to show up on time, work our full shift and perform our job duties as employees. Lately, we've had quite a few investigations regarding members showing up late. Punctuality counts folks. Don't show up an hour early and be hanging around. Ideally show up 10-15 minutes early for your shift, get your footwear changed, put your lunch away and be ready for your shift when it begins.

**If you're going to be late - you need to let your supervisor know. Not your school phone, not your co-workers. Notify your supervisor.** If you're permanent staff - notify your area supervisor or if they are on vacation - whoever is covering for them. If you're casual staff - you should be notifying the supervisor of the school you've picked up your shift from. Our employer takes time fraud very seriously. It might be a one time issue or it might be a frequent thing - but when it happens - be open about it and let a supervisor know.

### **Bullying and Harassment Issues (2nd notice)**

After some talks among the Exec, Stewards and Health & Safety members - any of our members with a bullying or harassment complaint or allegation - all of those issues will be dealt with by our Health & Safety Committee members. Bullying and Harassment is covered under the Occupational Health & Safety Act along with all other health and safety issues. Stewards will represent and advocate for members on Collective Agreement issues and grievances and assist with health & safety issues when it crosses over into a grievance.

**New Seniority List**

Twice a year we get a new seniority list. If you care about where you are on the seniority list, please make sure to check it on Monday. It will be posted on the board website after a few weeks of working to resolve member concerns about their dates, etc. by our 1st VP Pat Amatangelo and Kerri Davren from HR.

**Retirement Options**

Anyone even close to retirement age should be planning for success in retirement. Financial, physical health and mental health success. We should all be able to enjoy retirement and part of enjoying that is planning properly. If you've got questions about retirement, please check out the attached flyer from RTIP and give them a call or go online and sign up for a free course or webinar! You earn your retirement - plan to enjoy it!

**Give A Click!**

Sometimes when other Locals are in a difficult place with their employer - we can help out with just a few clicks on the computer by sending a message to their employer. This is one of those times - CUPE Local 2357 representing ECE's at the Ottawa Catholic board needs some clicks to support their members. Their employer is engaging in anti-union activities and trying to divide the Local by paying some members 9% less than others. Can you take 2 minutes and send a message to the Ottawa Catholic board that CUPE members stand up for one another and their practices need to stop and a real agreement reached with respect for all workers! You can send a message by clicking here – <https://cupe.ca/cupe-earlyon-workers-need-your-help?s=03>

Have a great weekend!

Cheers,

Blake



## Retirement, your way



Retired Teachers Insurance Plan (RTIP) offers the most flexible health, dental and travel insurance available to retired teachers, educational support and administrative staff in Ontario!

- Three unique health-care plans with different prescription drug maximums and the freedom to change plans if your needs change in retirement.
- Travel insurance for up to 100 consecutive days per trip included in every plan.
- Complimentary access to Carepath Digital Health Cancer Care and Elder Care programs, Starling Minds, and the EdvantagePerks savings program.

### **Starting to plan for retirement in a few years?**

[Learn more about RTIP](#) or sign up for a [free retirement workshop or webinar](#).

### **Retiring at the end of the school year?**

The RTIP Easy Enrol online application is a fast and convenient way to transition from your active group benefits to retirement. [Apply online](#) in only a few minutes!

You can also call **1-800-267-6847** to speak with a Life and Living Benefits representative and find out which plan is right for you!