



# CUPE 4153 Update

May 16th, 2025

## **Reminder About Sick Time Use**

Permanent staff or casuals in an LTO position should remember that sick days are for your own personal wellness issues - illness, appointments, etc. and not for other family members (taking parents to appointments) or other reasons. We usually have more absences on days like today before a long weekend and forecasted nice weather - but be aware that if the employer thinks there's suspicious activity with your sick days - they are permitted to ask for a medical form for one day of absence under certain circumstances. The employer does contract out to private security firms for surveillance issues and we have run into this in investigations and grievances in the past.

## **Casual Staff Filling In**

When casual members are filling in for permanent staff, they are in essence that person. It seems that a bit more frequently lately we've had some disagreements between members in some schools especially when it comes to outside garbage pickup. If the whole team goes to clean a cafeteria - everyone goes. If the team goes outside to empty garbage cans and pickup random debris - everyone goes. It's not doing anything for a member's personal reputation or the Local as a whole to pick up a replacement job, show up and sit while everyone else is out working and say "I don't think I have to do that" and sit watching a phone screen for the next 45 minutes.

**PD Day Sign Up Is Open Online!**

Thanks to our PD Day Committee, things are rolling and happening fast! The sign up is now open online and the Committee has come up with a few documents that will help you get signed up and attending instead of working! And we'll feed you! And you get paid like you're at work scrubbing and waxing floors!

When - July 4th, 2025

Where - Sherwood Secondary

What - a day to meet members, see some old friends, learn a few things, breakfast and lunch provided

Flyer and help document are attached with this update to get you signed up! Get into the courses you want by signing up quick!

**Accommodations**

Between our Wellness Committee and Scheduling Committee - we've been working hard to address and correct schedules with the employer. If a permanent member has temporary or permanent modifications to their job - it needs to be documented on their schedule so that when they are absent from work and someone else is filling in - they know exactly what should be completed by end of shift. Being told verbally what to do and possibly blamed for missed work or a lack of communication is no fun for anyone.

**Nutrition Break Garbage**

Ah, the age old issue between day shift staff and afternoon staff....

Yes, it is on day shift schedules to collect and dispose of nutrition break garbage. It's also not always possible due to spills, deliveries, outside concerns, etc. to get into classrooms without causing a disturbance to collect that garbage. For the majority of days it's not going to be an issue and afternoon staff shouldn't be overloaded with food garbage from the day. Sometimes staff may notice that some or all classrooms have more garbage than usual - it happens. If there is tension

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or frustration in your school about garbages not being done - please talk about it with your crew and don't leave it up to a supervisor to start poking around and being in your school more often.

Monday is an early May 24 holiday so enjoy the day off - spend it with your family or some friends - get some yard work done, go for a hike, do some fishing or sit back with a few beverages or herbal delights and watch some F1 or Nascar!

Cheers,

Blake

**COME  
JOIN  
US!**



**CUPE  
4153**

**STRONGER TOGETHER**

**THE ANNUAL**  
*Pd Day*

**SHERWOOD  
SECONDARY**

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**4**

July  
2025

6:30-  
2:30

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25 HIGH ST  
SIGN UP IN PD CATALOGUE  
MAY 15-JUNE 6

COME JOIN US FOR A FUN, INFORMATIVE DAY!  
CAN'T WAIT TO SEE YOU THERE!

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### **PD Day Registration Instructions – July 4/2025**

1. Log into your easy connect/apply education
2. At the top of the page or in the drop down menu you will see PD & Events, click there and select PD Catalog from the drop down menu.
3. Type in the search CUPE. You will then see a list of CUPE PD Day event.
4. Click each event and register. You will register for 4 events in total.

### **Please register for the events in the following order**

1. CUPE PD Day Registration July 4/2025 (Event # 28761)
2. CUPE PD Day Breakout Room 1 Selection (Event # 28762) – Sign up for one class
3. CUPE PD Day Breakout Room 2 Selection (Event # 28764) – Sign up for one class
4. CUPE PD Day Breakout Room 3 Selection (Event # 28766) – Sign up for one class

**PLEASE MAKE SURE YOU SIGN UP FOR ALL 4 EVENTS**

**PLEASE MAKE SURE YOU PICK 3 DIFFERENT CLASSES**

**SIGN UP WILL CLOSE JUNE 6<sup>th</sup> NO EXCEPTIONS – OPEN TO ALL CARETAKING STAFF – IF YOU ARE NOT REGISTERED YOU MAY NOT ATTEND PD DAY**

Come join us for a fun day! Can't wait to see you there!

If you need any help signing up please don't hesitate to email or call Laurie Penner or Kristin Cox