

CUPE 4153 Update

March 6th, 2026

What's Going On With Central Bargaining? (Reminder)

Most of you will already know that we have two levels of bargaining that make up our contract. We have central issues which apply to all 57,000 CUPE Education Workers across the province and we have local issues which only apply to our members in our own Local.

OSBCU is the bargaining agent for central issues and to be honest - that's what most people are most interested in - wages, benefits and sick leave are some of the big issues that OSBCU bargains for us against the Crown (government) and the CTA (Council of Trustees Association). If you're at all interested on what's going on with proposals, identified issues, etc with central bargaining - OSBCU will be hosting an online webinar in a couple weeks that you're invited to attend, listen in to and maybe even get a question in. Thankfully there's two options for folks to listen in to - daytime and evening. You don't have to be on camera, you don't have to ask questions. You can just listen in and keep up to date on what's going on. Here's the email from OSBCU President Joe Tigani that I received this morning....

Dear Local Presidents:

Please forward this email to your members and encourage them to register for the next OSBCU all member webinar on March 11th.

Dear members,

Please take a moment to register for the second “**Inside the Fight: OSBCU Information Hour**” webinar on **Wednesday, March 11, offered from 11:00 a.m.–12:00 p.m. and again from 6:00–7:00 p.m.** This virtual session is an opportunity to stay informed, ask questions, and participate in the local and central bargaining process to improve wages, benefits, and working conditions.

The March 11 webinar will focus on:

- Threats to job security
- Overwork and burnout
- The impact of understaffing on students
- Violence in the workplace
- Central bargaining proposals to increase staffing for all classifications
- Member mobilization to pressure employers, school board trustees, and local PC MPPs

Please click the link below to register: [Webinar Registration – Zoom.](#)

Strike Pledge (Reminder)

If you're on the fence about signing the strike pledge or not, consider this - a great man once said "The needs of the many outweigh the needs of the few." Strike pledge forms have been coming back into the office and we're happy to see the signatures and involvement of members all across our locations. The issues we're all going to be dealing with in a few months in bargaining affect every one of us - not just some of us. The papers being pushed across tables with proposals on them could mean the end of your benefits or a wage increase that won't see you keep up with inflation. Not signing the strike pledge because you're upset with someone here in the Local or because of a decision made years ago just weakens our position instead of strengthening it. We all need to stick together on this and throughout bargaining if we're going to get the best deal we can for ALL of us. After bargaining if you want to go back to being petty and holding grudges - be my guest. Signing that piece of paper might be what keeps us all off a picket line in the future.

Do I Have To Go To My New Posting?

I could answer this with just one word, but how fun would that be?

In our collective agreement under Article 13.01(b) it states "A candidate, who has submitted an application for a specific job, cannot withdraw their application once the job posting has closed. The Board will place the most senior qualified applicant into the job posting."

There is no provision for not going to your new posting because you're in an LTO.

There is no provision for not going to your new posting because you changed your mind.

There is no provision for not going to your new posting because you forgot to remove your application for a position before the posting closed.

So, the answer is yes. If you are the successful applicant for a posting - you will be required to go to that posting.

OTIP Stuff for March

As part of our partnership with OTIP and the offers they have for education workers - for the month of March they have provided a chance to win \$10K as well as offers on home & auto insurance at great rates. Please check the attachments provided with this update for more info.

Who To Contact & When

If you're like most folks, we don't want to think or worry about work when we're not being paid. Supervisors are the same. They get paid to do a job and when they're not working - someone else is available to cover them and deal with issues.

When there's an issue in a school, please follow the guidelines below. There is always someone to contact in case of an emergency or needing a question answered that you're not sure about how to proceed.

I've included the most recent supervisor support document listing schools and which supervisor is responsible for those schools as well as the after hours Answer Plus number. If you don't have this hanging in your caretaking office, please print one out and hang it up so the information is accessible for everyone.

From 6:30am - 7:30am - any issues please call the HWDSB Help Desk at 905-527-5092 XT 2737

From 7:30am to 3:30pm - all calls should go to the supervisor for the zone of schools you're working in. If that supervisor is off for some reason you should hear a voicemail message stating who to contact and who is covering their zone during their absence.

From 3:30pm to 6:30am - please call the Answer Plus number on the document provided. Answer Plus will take your name and phone number and contact the on call supervisor and they will return your call.

Rental Doors - Open Or Shut?

Many of our schools have evening rentals for various things. Could be a volleyball league using the gym or a language program using a couple classrooms. When we have rentals in the evening, the safety of our members along with the rental participants is key. 15 minutes before the rental begins, we are to meet the rental at a designated door and let them in. We do not unlock the doors and leave them open. The rental is responsible for allowing entry to only people who are associated with their rental. They are not to prop the door and leave it unattended. They are not to allow entry to people not associated with their rental. If you are having issues with your rentals, they can be handled in a couple ways. One way is to use the rental permit in eBase and use the comments section and write

down what is happening. It's up to the rental department to deal with issues - not us. If there is ever an incident where your safety is in imminent jeopardy - call 911 or pull the fire alarm. It's not unheard of for participants at a rental to be verbally or physically abusive to CUPE staff working in the school. No yelling matches or smart ass comments should be made towards anyone associated with the rental. If someone asks why the door can't be left open - it's a policy that's in place for everyone's safety and if the propping or unattending of doors continues, the information will be sent to the rental department and the rental may be cancelled by the HWDSB. That's it - just the facts. Alternatively, you could send an email to the supervisor for the school as well as the rental department (rentals@hwdsb.on.ca) and describe what is happening and ask what will be done going forward. Oh, and when the rental ends at 9:30pm - the rental needs to be out of the building by 9:30pm, not hanging around, swapping stories, getting changed, getting a drink, using the washroom, etc. We have things to do for our jobs to secure the building before locking up and leaving.

Enjoy the PA day today and take some time to get some stuff done that we don't normally have time to do during a regular school day!

Cheers,
Blake