

January News

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What's Happening ?

Your Union

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New year, new ideas, new dreams, new hope.

We have all been hoping the Ministry report coming down the line will indeed confirm what we, as staff knew all along. Many if not all Children Service agencies across the province (if not the whole Country) are underfunded. The Ministry did give our agency the funding for the rest of the fiscal year. But what will happen come April 1st still lies heavy on the minds of many workers. If it does come to heed and the Ministry holds true with their mandate to balance the budget, your Union Executive will be ready with a Redeployment committee to work with Management to ensure the collective agreement language is followed.

Also, please take notice the ON CALL situation will be first on our radar to be discussed. Input from all affected members regarding after hour coverage is requested at a special membership meeting in the near future. Watch for the notice and plan on attending to ensure your wishes are represented.

We will catch all members up to date on what we know at our first Membership Meeting of the new year on January 13th at 7:15 PM .

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This month, I am going to do something different and if it seems to go over well, I will continue next month.

I am going to highlight a section of our Collective Agreement and review it with you here. We all know the whole package can be overwhelming and not a very high priority to read– until it is.

ARTICLE 34 - WORKLOAD

34.01 The Employer and the Union are committed to maintaining a workplace that demonstrates a sincere and continuing interest in the individual and collective well-being of all staff and recognizes the inherent worth of every employee. The Employer and the Union acknowledge that workload can fluctuate, and that worker capacity can be impacted by a number of complex factors. The parties agree that workload should be reviewed on an ongoing basis with a goal of equitable and reasonable distribution.

The Employer recognizes that the issue of workload is of concern to bargaining unit employees.

The Employer and the Union recognize the Employer's responsibility to provide services through employees in accordance with the CYFSA and in compliance with Ministry standards and regulations. It is also the responsibility of the Employer to manage the resources allocated by the Ministry and to establish an effective infrastructure to facilitate the employee's achievement of said standards.

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34.02 The Employer and the Union acknowledge that:

- The Ministry's administrative and documentary requirements need to be kept current in order to meet Ministry standards and to maximize the eligible funding.
- Employees cannot refuse to accept a case based on workload issues.

34.03 It is recognized that regular ongoing supervision will be scheduled to review any issues relating to the equitable distribution and volume of workload on an individual basis.

- The Society undertakes to utilize a variety of methods in an ongoing effort to effectively manage workload demands. These methods may include, but will not be limited to the following:
- Supervisors will assign cases based on equitable distribution of workload, the needs of the Society, the individual skill level and experience, current workload and anticipated workload fluctuations.

Supervisors will also ensure that:

- Regular ongoing supervision is scheduled to review any issues relating to the equitable distribution and volume of workload on an individual basis.
- Vacating employees are given a reasonable opportunity to complete documentation requirements prior to their last day of work.
- A deviation and/or alternative plan will be created in the event the covering worker identifies an inability to complete any task related to the coverage plan created by the vacated worker.
- **Where an employee identifies that their workload is becoming unmanageable, an employee may request a workload review by their immediate supervisor.**

Workload review will be a collaborative process between Supervisor and worker to include the following:

- ⇒ Identifying steps and initiating action to reduce the current and future identified workload pressures
- ⇒ The Supervisor will meet with the Employee. Any proposed actions/solutions will be put in writing by the Supervisor.
- ⇒ Identifying and initiating the necessary steps to minimize the likelihood that the individual worker's caseload number will exceed the caseload levels specified above.
- ⇒ Identifying and initiating the necessary steps to ensure the individual worker's workload becomes manageable.

Welcome to our newest member(s) since the last Newsletter:

Shannon Ambeault-Driver (I missed her earlier)

Good Bye to our Member who Retired since last Newsletter:

Sheila Hackett– Two beautiful granddaughters to spend time with. What more could one ask for. Good Luck Sheila. Your clients will miss you likely more than your co workers.

Keeping Up with our Members:

We need to know if you have changed your active email, your cell number, your address etc. with us. We cannot get urgent messages if you do not allow us this information.

Also include any phone number changes you may have had since giving us your information. We rely on you for this.

Email: MembershipOfficerCupe5269@gmail.com

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Family Meals Made Easy-5-Minute Tacos

Need a quick easy dinner idea for tonight? These simple 5-minute tacos actually deliver in minutes. Prepare to be amazed!

Author: Sonja Overhiser

- **Prep Time:** 2 minute/ **Cook Time:** 3 minutes/ **Total Time:** 5 minutes/ **Yield:** 2 servings (4 tacos) 1x

Nutrition Facts:

Total Fat 15.3g/Saturated Fat 4g/11% Total Carbohydrate 29.5g/17% Dietary Fiber 4.7g
Sugars 1.1g/33% Protein 16.7g/21% Vitamin A 190.6µg/0% Vitamin C 0.2mg
10% Calcium 124.7mg/22% Iron 3.9mg/20% Vitamin D 4µg/15% Magnesium 63.2mg
7% Potassium 338.5mg/23% Vitamin B6 0.4mg/37% Vitamin B12 0.9µg

Ingredients

- 4 eggs
- 1/2 tablespoon chili powder
- 1/2 tablespoon garlic powder
- 1/2 tablespoon cumin
- 1/4 teaspoon kosher salt
- 1/2 tablespoon olive oil
- 4 taco sized tortillas or 8 mini tortillas
- 1 handful thinly sliced red onion
- Torn cilantro leaves
- Hot sauce



Directions

1. In a medium bowl, whisk together the 4 eggs. Add the chili powder, garlic powder, cumin, and kosher salt and whisk until combined.
2. In a skillet, heat the olive oil. Add the eggs and cook over medium low heat, scraping as the eggs solidify, about 3 to 4 minutes total. As you scrape, they'll start to form together into a meat-like texture. Don't scrape too much or you'll make too small of pieces: just enough for that it comes together!
3. If time, warm and char the tortillas by placing them on an open gas flame on medium for a few seconds per side, flipping with tongs, until they are slightly blackened and warm.
4. Top with salsa fresca (drain extra liquid before serving), thin sliced red onions, torn cilantro leaves, and hot sauce.

CUPE District Councils are groups of CUPE locals from a particular region that work together on common issues. Their work includes community projects, political action at the local level, bargaining support and the promotion of strong public services and other CUPE ideals.

CUPE District Council of Algoma has secured education /training for **Mental Health First Aid**. MARK YOUR CALENDAR for May 7,8th 2025. Two days at the CUPE National Office here in SSM. If you think you would like to attend this course, please reach out to Kim Montgomery with a brief text to confirm your interest. 705-257-9156



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