



COMMUNICATION UPDATE

TO:	Mayor and Members City Council
DATE:	November 4, 2022
SUBJECT:	CUPE Labour Disruption (City Wide)
WARD(S) AFFECTED:	City Wide
SUBMITTED BY:	Angela Burden General Manager Healthy and Safe Communities Department
SIGNATURE:	

Mayor Eisenberger and Members of Council,

Further to the message shared with you yesterday evening, the Canadian Union of Public Employees (CUPE), representing education workers in Ontario, has published communications that today's mediation session with the Ontario government has concluded without resolution to the ongoing labour dispute. As such, it appears that a withdrawal of services by CUPE education workers will occur effective Friday, November 4 and potentially moving forward.

While the majority of impacts are programs and services that are not directly operated by the City, this will impact some City services and programs, unless we learn otherwise from our local school board partners. City staff have been assessing the situation, collecting information about impacts on City operations and communicating with school boards and community partners to discuss impacts and next steps. The situation remains fluid, and impacts are different for each school board therefore contingency plans may look different from board to board.

At this point in time, service impacts are as follows:

Community Impacts:

- Modified hours for licensed child care centres for children aged 0-3.8 years of age in Hamilton-Wentworth District School Board (HWDSB)

OUR Vision: To be the best place to raise a child and age successfully.

OUR Mission: To provide high quality cost conscious public services that contribute to a healthy, safe and prosperous community, in a sustainable manner.

OUR Culture: Collective Ownership, Steadfast Integrity, Courageous Change, Sensational Service, Engaged Empowered Employees.

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- Before and after school care at HWDSB, Hamilton-Wentworth Catholic District School Board (HWCDSD) and Mon Avenir Conseil Scolaire Catholique schools would be cancelled.
- EarlyON Child and Family Centres in HWDSB schools would be closed.

Impacts to City-Delivered Services and Programs:

Recreation Programs:

- 9 Recreation Centres with shared HWDSB gyms will have registered programs suspended and drop-in programming cancelled starting November 4, 2022

Public Health Services:

- Vaccine clinics being delivered in schools may be delayed or paused without the support of some of the school staff to assist with set-up/take down. Students who may require additional support from their education assistants in the school setting may not be able to receive their vaccination.
- Dental health and vision screenings in schools may be delayed (alternatives will be explored/arrangements would be made for catch-up screenings).
- Parenting groups and Canadian Prenatal Nutrition Program would continue if schools are open. If schools close, alternative arrangements would be explored.
- Routine public health inspections in schools would pause if Hamilton Public Health Services inspectors are not able to access school settings (but arrangements would be made for access if there was an emergency need)

In addition we have been advised that CUPE will have three non-Board picket locations on Friday at Limeridge Mall, Eastgate Mall and an MPP's office in Stoney Creek.

We have been advised by our school board partners that they will review and provide further clarification on contingency plans for Monday, November 7. As school boards continue to implement contingency measures and assess impacts to schools during this job action, there may be further impacts for some of our programs, and we will continue to work closely with our school board and community partners and keep you updated as the situation evolves.

Residents will be notified about City service and program impacts through various communication channels, including media, the City of Hamilton website, the Customer Contact Centre and social media.

Thank you,

Angie