



**APRIL
2020**

Shoptalk

School District #43 (Coquitlam) / Coquitlam Public Library /
/ First Canada Transit Services-Fraser Valley / Children's-House Montessori Pre-School

QUESTIONS AND ANSWERS

The Union wants information from any employee that was requested or asked to take fourteen days off work to self-quarantine. It appears contrary to what the Human Resources Director put out in two notices as he allowed certain employees to use their sick time. Were any employees denied, or did not apply, as a result of the notices?

Q: If an employee's spouse returns from another country and has provided a plan to quarantine acceptable to the health authorities, does the employee have to also self-quarantine?

A: This situation occurred last week; the Health Authorities approved the self-quarantine plan which included the employee's self-containment. The Human Resources Director actually sent an employee home without pay for fourteen days, unfortunately, he never inquired with the health authorities. The employee returned to work, paid for the time he was off, and applied for an accommodation that will allow him to work by himself.

Q: Are Education Assistants being allowed to bid on vacancies at the end of the month as usual?

A: The answer is yes, new positions will be posted on May 11th, including the new thirty-five hour positions. Layoff and bumping will occur for Education Assistants and a small number of Caretakers.

Q: My Principal appears to be encouraging me to apply to take a leave of absence, why is that?

A: There appear to be a number of Principals suggesting employees take a leave of absence. Be careful in applying for any leave of absence that will affect your seniority, benefits, vacation, and other rights. Employees appear to be taking an indefinite leave of absence - this includes the summer months when most ten-month employees are laid off, so it would not be a leave of absence for days that an employee does not work.

Q: Does my Supervisor have to provide enough work for my full hours, or can they provide work for one half of shifts?

A: Supervisors need to provide you enough meaningful work for your whole shift. Any less would be considered a layoff, which would result in notice of layoff, bumping rights, recall, or severance pay.

Q: Can I request an accommodation as a result of Family Status?

A: By all means - you can put in a written Duty to Accommodate request to have the employer consider making an accommodation due to Family Responsibility. If it is a childcare request, check out local childcare facilities for access and price. There currently are School Board employees that are being accommodated for family status with children, spouse, or parents residing with an employee. Denial of a right based on family status is contrary to the Collective Agreement and could be contrary to Human Rights.

WorkSafeBC is directing employers to continue holding JHSC meetings. It is an opportunity for the site committee to work together to identify and find solutions to workplace health and safety, which includes concerns related to COVID-19. It is important to hold your monthly meetings and do the required site inspections and drills. Refer to the JHSC handbook for the monthly activities. It is available on the OHS website. The information below is provided by WorkSafeBC.

How can our joint health and safety committee or worker representative be meaningfully engaged in protecting the workplace against COVID-19?

If you are an employer, you need to ensure that your joint health and safety committee or worker representative is operating effectively:

- Ensure there is a mechanism in place where workers can raise any concerns about the risk of COVID-19 exposure at the workplace to the joint committee or worker representative.
- Have committee members participate in a walk-through assessment of the work process(es) to identify potential areas of increased risk and priority action.
- Ensure that the joint committee or worker representative is involved in the development of control plans for different job tasks.
- Get your joint committee involved in promoting approved social distancing measures.
- Have your joint committee provide feedback on the effectiveness of control measures implemented.

Joint committees must continue to meet regularly as required under the Occupational Health and Safety Regulation. Consider holding meetings remotely for some or all participants, through the use of teleconferencing or video conferencing, to encourage physical distancing.

BE SURE TO READ THE LETTERS OF UNDERSTANDING for working during the time of COVID. These can be found on the 'Homepage' of our webpage.

SD #43 GRIEVANCES

- ◆ 1705 - Five-day suspension reduced to three-day.
- ◆ 1706 - Harassment investigation, harassment not proven, flawed investigation, employer did not follow their own Policy.
- ◆ 1707 - Human Resources Director providing sick time usage for quarantine for some employees. HR Director made deal with employees changing Collective Agreement, Union was not involved.

ARBITRATIONS SCHEDULED

- ◆ 1618 - Pension Contributions 1.5 times - September 2020.
- ◆ 1684 - Finance and Pension Clerk - August 2020.
- ◆ 1691 - Letters of Expectation actually Discipline letters - June 2020.
- ◆ 1692 - Insubordination, three-day suspension - June 2020.
- ◆ 2019-04 - Library, Termination Arbitration - November 2020.

EFAP—SD#43 MEMBERS

GET TO KNOW YOUR EMPLOYEE AND FAMILY ASSISTANCE SERVICE PROVIDER

Understanding your Employee and Family Assistance Program (EFAP)

Your EFAP is a confidential and voluntary support service that can help you take the first step toward change. Let us help you find solutions to the challenges you face at any age and stage of life. You and your immediate family members (as defined in your employee benefit plan) can access immediate and confidential support in a way that is most suited to your preferences, comfort level and lifestyle.

No cost

There is no cost to you or your family to use your EFAP. This benefit is provided to you by your employer. Your EFAP can provide a series of sessions with a professional and if you need more specialized or longer-term support, our team of experts can suggest an appropriate specialist or service that is best suited to your needs. While fees for these additional services are your responsibility, they may be covered by your provincial or organizational health plan.

Confidentiality

Your EFAP is completely confidential within the limits of the law. No one, including your employer, will ever know that you have used the program unless you choose to tell them.

Solutions for your work, health and life

Achieve well-being

- Stress • Mental health concerns • Grief and loss
- Crisis situations

Manage relationships and family

- Communication • Separation/divorce • Parenting

Deal with workplace challenges

- Stress • Performance • Work-life balance

Tackle addictions

- Alcohol • Drugs • Tobacco • Gambling

Find child and elder care resources

- Child care • Schooling • Nursing/retirement homes

Get legal advice

- Family law • Separation/divorce • Custody

Receive financial guidance

- Debt management • Bankruptcy • Retirement

Improve nutrition

- Weight management • High cholesterol and blood pressure • Diabetes

Focus on your physical health

- Understand symptoms • Identify conditions
- Improve sleep

Access your EFAP 24/7 by phone, web or mobile app.

1.844.880.9142 TTY 1.877.338.0275
workhealthlife.com

Download My EAP app now at your device app store or scan the QR code.



Let us help

MORNEAU SHEPELL 

Access your Employee and Family Assistance Program (EFAP) 24/7 by phone, web or mobile app.

1.844.880.9142 TTY 1.877.338.0275
workhealthlife.com

Download My EAP app now at your device app store or scan the QR code.



BURSARY APPLICATIONS ARE NOW AVAILABLE
ON-LINE AT WWW.CUPE561.CA DEADLINE FOR APPLICATION IS MAY 1ST.

If your child is graduating in 2020 and you plan on submitting an application for a CUPE Local 561 Bursary, to meet the eligibility criteria, you will need to have attended 50% of the General Union Meetings between April of 2019 and March of 2020.

SICK AND VISITING & GOOD OF THE UNION

Fruit Baskets

| | |
|-------------------|-----------------|
| Diovanni Borrelli | Samantha Gillis |
| Gordon Johnston | Sharina Mann |
| Donnette Pearson | Wilson Yee |

Sympathy Cards

| | |
|------------------------|----------------|
| Dan Brown | Stephen Dale |
| Tammy Gossen | Lisa Johnson |
| Jennifer Prince-Wright | Michael Ratvay |
| Cameron Wish | |

Cards of Thanks

| | |
|------------------------|------------------|
| Giovanni Borrelli | Susan Heard |
| Jane Monkman | Donnette Pearson |
| Jennifer Prince-Wright | BC Cancer |
| Variety | |

Draw Winners at the February Meeting

- # 26 Candace Dyck
- # 33 Stan Marshall (Donated to Enchantment)
- # 05 Susan Heard
- # 04 Larry Norman
- # 21 Robyn Rees
- # 24 Don Duncan

Draw Winners at the March Meeting

- # 55 Na Young Chung
- # 44 Yoon Chung
- # 47 Darin Nielsen
- # 01 Niki Cooke
- # 07 Kirsten Daub
- # 15 Debby Cowan

Retirees Honoured at the March Meeting:

Tom Henderson
Penney Hook

CONGRATULATIONS

Laura McKinley - Baby Boy!

A Minute of Silence was held for

Kevin Beauchamp
Peggy Cuthbertson
Wilma Bingley

INITIATIONS FEBRUARY

SD#43:

| | |
|-----------------|-----------------------|
| Adeeba Ali | Stephanie Battistella |
| Antonia Buono | Liz Carr |
| Chantelle Coss | Sara Di Giusto |
| Sheila Erickson | Mandana Ghaziha |
| Corinne Newell | Samantha Navarathna |
| Sara Parvana | Jennifer Strazhnik |
| Shireen Syed | Ashleigh Tilley |
| Heather Volpe | |

Library:

Pavlina Vagnerova

INITIATIONS MARCH

SD#43:

| | |
|-----------------|-----------------|
| Louie Bancud | Na Young Chung |
| Katelynn Dosen | Kimberly Duby |
| Andrew Gordon | Brian Kim |
| Kayla MacKenzie | Mamietes Marana |
| Erica McClellan | David Wang |
| Alexandra Webb | Suzanne Weedon |
| Julie Zaleski | |

Library:

Shae-Lynn Bailey Luz Frankel-Lopez
Charlotte Jervis

WELCOME NEW MEMBERS!!