



# ShopTalk



APRIL & MAY  
2018

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

## GENERAL MEMBERSHIP MEETING

8:30 am - Saturday, June 9, 2018

Riverside Secondary School - Multi-Purpose Room  
2215 Reeve Street, Port Coquitlam

(Babysitting will be provided for those members with young children who will be attending the meeting)

A special thank you to Brother Bruce Richardson for running our April elections this year.



## ELECTION RESULTS

Vice-President: Randy Kootte  
Treasurer: Irene Schoemaker  
(President & Recording-Secretary are in their second year of a two-year term.)  
Chief Shop Steward: Debby Cowan  
Member at Large (SD): Stan Marshall  
Member at Large (SD): Lisa Gregory  
Member at Large (Lib): Donna Clark MacMurchy  
Member at Large (First Canada): Sigrid Wosnack  
Sergeant-at-Arms: Stacey Chutskoff

### Shop Stewards

Noon Hour Assistants/Cafeterias/Career Resources: Jim Robinson  
Strong Start Facilitators: vacant  
Education Assistants: Jane Gibbons, Debbie Monkman, & Susan Heard  
Clericals: Leanne Hargrave, & two vacant  
Caretakers: Debby Cowan, Marty Ponsart, Jerry Ong  
Maintenance/Grounds: Jason Washington  
Information Technologists: Phil Berlan  
Youth Workers/SWIS/Community Support Workers: vacant  
Trustee - 2 Year: Cecilia Machala  
Trustee - 3 Year: Jennifer Brookes  
Library: Melani Williams & Kathleen Wyatt  
First Canada: Blake Pleadwell, Michelle Elles, & Malcolm McCall

A complete list of election results will be published in the General Meeting Minutes for April. These were available at the May meeting.

At this time we would like to thank all members who put their names forward for positions.

Also, thank you to all those members who have given many hours to our Local and decided not to run again.



## SD #43: QUESTIONS & ANSWERS

Q: *Should I have a Union Representative at a Duty To Accommodate meeting with the Employer?*

A: The answer is yes, for all Duty to Accommodate situations and Return to Work situations a Union Rep is required to be in attendance. Article 7.13 of the Collective Agreement.

Q: *I work as a Receptionist; however, many times my Principal requests I perform duties for one of the other secretary positions for a long period of time. Will I be recognized for the experience when I apply for one of the higher positions?*

A: No, as there is no proof of experience as you were not paid the higher rate for any of the work, so there is no evidence you worked the higher positions. You should be paid for the higher position.

Q: *I am a new Education Assistant starting my probation next week, do I receive any training?*

A: You do not receive training, but you should receive up to three (3) days orientation from the EA Supervisors. For employees on probation the orientation is crucial to whether an employee passes probation.

Q: *I received a Letter of Expectation which I do not agree with some of the issues in the letter; can I grieve the letter?*

A: Letter of Expectation (LOE) are not disciplinary; however, you can grieve the letter if the facts listed are not true. You can also write to Human Resources with a response to the LOE and request your response letter be attached to the LOE. Both letters will be put into an employee's file.

### APRIL DOOR PRIZE WINNERS



- # 39 Marty Ponsart
- # 54 Jim Robinson
- # 22 Allistaire Aldeza
- # 03 Chandra Sen
- # 28 John Del Monte
- # 04 Richard Cua

### MAY DOOR PRIZE WINNERS



- # 54 Milton Pempengco
- # 85 Christie Ma
- # 45 Monica Trepanier
- # 80 Anna Cho
- # 55 Kenneth Tagaban
- # 11 Vicki Atkinson

### SD #43 GRIEVANCES

- Grievance Settlement on job selection; Grievor received back pay and awarded a permanent position.
- Grievance on written reprimand reduced to Letter of Expectation, which is non-disciplinary.
- Grievance involving Education Assistants - should be declared full-time at thirty (30) hours rather than thirty-five (35), which no EA works.

### SD #43 ARBITRATIONS

- Employer agreed to settle the Rest Break dispute - Here is the ER's statement: *"This email is to confirm that we have now received EA schedules from all schools in the district. The schedules have been reviewed and we can confirm that every school complies with the language in the settlement agreement. There are no EA's that have breaks scheduled that are attached to their lunch or at the beginning or end of their shift."*
- Discipline/Suspension - suspension reduced and removed from personnel file.

### INITIATIONS

*There were no initiations the April meeting as it was the Annual Election Meeting.*

### INITIATIONS AT THE MAY MEETING:

- |                      |                      |
|----------------------|----------------------|
| Christina Anchor     | Sherrill Berg        |
| Sepideh Banaei       | Angelie Calinisan    |
| Anna Cho             | Yeon Hee Choi        |
| Chan Sun Chung       | Paige Conzatti       |
| Jennifer Corbett     | Samantha Daniels     |
| Kamille del Rosario  | Pardeep Dhaliwal     |
| Ana Esquivel Alvarez | Kym Farina           |
| Cynthia Fong         | Solange Goulet       |
| Mahta Hafezi         | Meagan Huculak       |
| Sejong Im            | Zoya Inayatullah     |
| Sonia Kakkar         | Hans (Hyung Ki) Kim  |
| Mi Yang Kim          | Diane Kiss           |
| Won Boo Lee          | Christie Ma          |
| Lindsay MacDermid    | Laura McKinley       |
| Yeon Jeong Oh        | Jisoo Park           |
| Ji Young Park        | Milton Pemengco      |
| Shreya Qazi          | Rosa Elena Rojas     |
| Laurel Ross          | Julie Sanderson      |
| Sanguk Seo           | Edna Shenouda        |
| Justine Sta. Maria   | Kenneth Tagaban      |
| Monica Trepanier     | Julie (Son Joo) Wang |
| Nicole Ward          | Jonathan Warhurst    |
| Myung Joong Woo      | Kwang Seok Yang      |

# **WELCOME**

**Congratulations** Amelia Affleck on the Birth of your Baby Boy!

### SICK AND VISITING

#### Sympathy Cards were sent to:



- Carmen Moorhouse
- Trent Plul
- Monique Power
- Jennifer Sundram

#### Fruit Baskets/Flowers were sent to:

- David Backman
- Linda Corcoran
- Raylene Dobbins

#### A Minute of Silence was held for the passing of Members & Retiree:

- Kathy Baird
- Syd Walton

#### Thank You's From

- Linda Corcoran
- Brenda Nelson
- Marty Ponsart
- Lorraine Unilowski



#### Retirees Honoured at the April Meeting:

- Karen Confrey
- Janet Jewell
- Ernesto Latayan
- Chandra Sen
- Lorraine Unilowski

#### Retirees Honoured at the May Meeting:

- Teresa Chamberlain
- Myra Crosley
- Jim Inkster
- Cathy Kisteman
- Debrah Martin
- Heather Roemer
- Paulette Webster

