



**DECEMBER
2019**

Shop Talk



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

**The CUPE Local 561 Union Office will close at 4:00pm on Friday,
December 20, 2019 for Christmas vacation.**

The office will re-open on Monday, January 6, 2020 at 9:00am

**Should you require assistance from the Union during this time;
Please Contact Your Shop Steward!**

**SAVE THE DATE
MAKE A NOTE OF THESE UPCOMING
2020 UNION MEETINGS**

January 11th
February 8th
March 7th
April 4th - AGM
May 9th
June 13th

INITIATIONS AT THE DECEMBER MEETING

School District #43

Roent Jan Balalio, CAS CR	Adrian Cheng, Bus/Career Job Skill Assistant
Chito Concepcion, CAS CR	Sonia Kan, CAS NHA
Amy Larssen, CAS EA	Jacky Lau, CAS EA
Mercedes Matwick, LISW	Corrine McKay, YW
Matthew McMeeking, CAS Electrician	Ralph Mueco, CAS CR
Dario Nistal Jr., CAS CR	Silverio Nuval, CAS CR
Renante Romano, CAS CR	Munhui Park, CAS NHA
Amanda Pughe, CAS EA	

Library

Sharon Asuncion, Page	Rachel Burke, Librarian
Cathy Cardinall, Page	Cheryl Chase, Page





SD #43: QUESTIONS & ANSWERS

- Q:** *I heard that Human Resources is attempting to stop EAs who are forced out of their position being put in another location on a temporary position and at the end of the year the EA will receive bumping rights?*
- A:** The Human Resources Manager is considering granting immediate bumping rights as the bumping rights would not disrupt the learning relationship. As the parties have a dispute regarding the Posting and Bumping letter, the dispute is being put to the named Arbitrator in the Collective Agreement to resolve.
- Q:** *Is CUPE 561 still leading all School Districts in dealing with grievances and arbitrations?*
- A:** The answer is yes, despite over the last three years there has been at least two complete turnovers in Human Resources staffing. CUPE 561 will be presented with the trophy again this year. Human Resources Director states that this will change in April.
- Q:** *Do CUPE Staff receive the half day off with pay on the last working day before Christmas, and do we get the last working day before New Years?*
- A:** CUPE staff who work on Tuesday, December the 24th or Tuesday, December the 31st will receive the half day off work with pay.
- Q:** *Someone in Human Resources had told me that a day's pay for an ill child would only occur when and if I was going to a specialist not an regular Doctor. Is this true?*
- A:** Once again this Human Resources Manager is wrong, there is no mention of specialists in the Collective Agreement nor is there any evidence of any discussions on the topic with the parties during negotiations. These are the same Human Resources personnel that denied the two-year vacation leave, Graduation Day leave, and Paid Ed Leave pay for time off for courses.

SICK AND VISITING

Fruit Baskets were sent to:

Stephen Billon
 Kathleen Epherre Diaz
 Lisa Campbell
 Lisa Gregory
 Sharon Lafrance
 Alex Renaud
 Dayna Rentz

Sympathy Cards were sent to:

Donna Collier
 Ron Dixon
 Sattu Krishna
 Perry Yung

Thanks You's Received From:

Jane Balfour
 Darlene Hennessy-Grodzki
 Lisa Gregory

CUPE 561 WEBPAGE

Remember to keep an eye on the webpage for notices and bulletins!!!
www.cupe561.ca

DOOR PRIZE WINNERS - DECEMBER



# R1	Bruce Richardson
# 40	Rachel Kim
# 04	Nick Karpinski
# 54	Amanda Pughe
# 22	Blake Pleadwell
# 03	Stacey Chutskoff

NO HEAT IN YOUR SCHOOL? Here is the District Protocol to Follow

The following District Protocol when the heat in schools malfunctions and a temperature issue occurs has been in effect since February 2005:

1. The employee(s) advise(s) the Principal of the temperature issue.
2. If the Principal is unable to make appropriate temperature adjustments, he/she will contact the Manager of Maintenance for expedited assistance.
3. The Principal will share and discuss information regarding the temperature issue with the school's site-based Health & Safety Committee. He/she will also contact the District Health & Safety Officer.
4. The Principal will contact the Assistant Superintendent and, if necessary, discuss alternative arrangements, which may include consideration of re-location within the school or to an alternate site, or student dismissal.

In the event that several schools simultaneously experience heating difficulties, the District prioritizes its responses depending on the severity of the various situations. For example, a whole building without heat is a higher priority than a wing of a building, etc. The District also gives higher priority to a room without heat versus one with too much heat.

Occupational Health & Safety Regulation 4.80 requires the Employer to ensure that temperature and humidity levels within the indoor work environment are maintained within acceptable comfort ranges, *as far as is practicable*. According to WorkSafeBC instructions, the following acceptable temperature ranges are advised:


Summer: between 23.3° to 27.2° C

Winter: between 20.5° to 24.4° C

CUPE BC LEGISLATIVE UPDATE—DECEMBER 2019 EXCERPTS

BC Indigenous Human Rights Legislation Passed Unanimously: British Columbia is the first province in Canada to enshrine the human rights of Indigenous peoples in law. Bill 41, the Declaration on the Rights of Indigenous Peoples Act, passed unanimously on Tuesday, November 26, 2019. The legislation establishes the United Nations Declaration on the Rights of Indigenous Peoples as the foundational framework for reconciliation in B.C., as called for by the Truth and Reconciliation Commission. The provincial government developed the Bill in collaboration with the First Nations Leadership Council, which was acting on the direction of First Nations leaders throughout the province.

The End of MSP: As of January 1st, 2020, Medical Services Plan (MSP) premiums will be eliminated. Elimination of the regressive tax will save individuals up to \$900 a year and families as much as \$1,800 a year. This is one of the largest tax cuts for people in B.C.'s history.



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moveUP

**WE WISH EVERYONE A WONDERFUL WINTER
BREAK AND A HAPPY NEW YEAR!!!
SEE YOU IN 2020**

