



**JUNE
2020**

Shoptalk

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

DUTY TO ACCOMMODATE CLARIFICATION

Employers must accommodate employees who are considered particularly vulnerable to the virus, such as the elderly or immunocompromised people.

They must provide flexible work arrangements to allow vulnerable workers to work from home or from safe spaces. Related to family status protections. May require employees with increased child care obligations due to the pandemic, accommodations may include allowing for flexible work hours, working from home, or taking paid leave time.

Employees with sick leave provisions should apply them if the employee is sick without requiring a medical note. If employee is sick and has no sick leave the employer should consider providing paid leave for COVID related illness. If an employee has been denied or not offered a Duty to Accommodate upon request, contact the Union for assistance.

QUESTIONS AND ANSWERS

Q: *What is the process for Caretakers to review their caretaking workload and to check to see if their school has enough Caretaker hours?*

A: Put in a request to the Caretaking Department that you want a Run Review for specific caretaker workload. A Caretaker Manager and a Union Representative will be assigned to review the particular workload with you. Checking out Caretaker hours assigned to the school - request Caretaker Manager send you the caretaker workload formula and the square footage of your school.

Q: *I am requesting information on LISW positions. We were told that our positions, as being new, would receive a JE Review from the Job Evaluation Committee. If after the review there is a wage increase, would we get the increase retroactively?*

A: The Job Evaluation Committee has now approved committee members to complete the required review for LISW positions. If there is a wage increase, the wage increase will be retroactive to when employees started in the position.

Q: *When will the Union be able to hold Union meetings again?*

A: The School District Rental Department sent a notice that August 31st would most likely be the time that the School District will be able to take rentals of school locations again.

Q: *What does the EA LIF program consist of this year?*

A: Nine and a half (9.5) new 30-hour positions split between middle and elementary. One-hour LIF time for EAs with the exception of 35-hour positions. Upgrades to training webpage for EAs.

WorkSafeBC is directing employers to continue holding JHSC meetings. It is an opportunity for the site committee to work together to identify and finds 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.

SD #43 GRIEVANCES

- ◆ 1715 - Employer ignored Union involvement in DTA process.
- ◆ 1714 - Employer not providing harassment training to CUPE employees as set out in Harassment Policy.
- ◆ 1712 - Excessive discipline dysfunctional work unit.
- ◆ 1713 - Excessive discipline dysfunctional work unit.

SD #43 ARBITRATIONS

- ◆ 1691 - June 3, Group Discipline.
- ◆ 1692 - June 17, 18 & 19, Suspension too severe.

SICK AND VISITING & GOOD OF THE UNION

Get Well Cards

Shelley Bayly	Diane Bunkowski
Pamela Clark	Doris Portelance
Bernie Tepper	Kerry Thompson

Sympathy Cards

Alida Abbinante	Pamela Collingwood
Ronel Francisco	Nancy Labranche (2)
Brenda Nelson	Jay Priest
Carmel Taylor	Jackie Toombs

Cards of Thanks

Brenda Nelson
CF WALK
Heart & Stroke Foundation
IBEW Local 213

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.

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workhealthlife.com

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



RETIREES

Any Employee who is scheduled to retire between May 2020 and September 2020 can either pick up their Retirement Gift or have it mailed to them. Please contact the Union Office to make these arrangements and please allow for at least a one week turnaround for a response.

INITIATIONS

The Union will be completing Initiations, one person at a time, in the Union Office. Please contact the Union Office to make an appointment, also please allow at least one week for a response.

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