



**MARCH
2019**

Shoptalk



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

ANNUAL GENERAL MEETING

8:30 am - Saturday, April 13, 2019

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.

This is the most important meeting of the year. Please plan to attend!!

THIS IS THE DAY **YOU** ELECT **YOUR** UNION OFFICERS AND COMMITTEE MEMBERS.

Note: In order to vote at this meeting, you must be an initiated member of CUPE Local 561.

There will be **NO** Initiations or Retirees at the April 13th meeting.

In order to be eligible to run for elected office, you must be a member in good standing. "Good Standing" is defined as a member who has attended not less than 50% of the regular Union Meetings during the twelve month period—April 2018 to March 2019 inclusive.

POSITIONS TO BE ELECTED		COMMITTEE MEMBERS TO BE ELECTED	
President	2 Year Term	Constitution and By-Laws (5)	1 Year Term
Recording Secretary	2 Year Term	Occupational Health and Safety (6)	1 Year Term
Trustees (1)	one 3 Year Term	Political Action (5)	1 Year Term
		Grievance (3)	1 Year Term
Members-at-Large (2)	1 Year Term	Metro Council (5)	1 Year Term
Chief Shop Steward	1 Year Term	Bargaining/Negotiating (4)	1 Year Term
Sergeant-at-Arms	1 Year Term	**Coquitlam Public Library and First Canada will bring forward the names of their members in good standing who have already been elected to positions.	
*Vice-President and Treasurer are in the second year of a two-year term.			
Shop Stewards (All 1 Year Terms)			
Noon Hour Assistants, Cafeterias, TAs & Career Resources	(1)	Caretakers	(3)
Education Assistants	(3)	Maintenance/Grounds	(1)
Clericals	(3)	Info Techs	(1)
Youth Workers, SWIS, Community Support	(1)	Strong Start Facilitators	(1)

MEMBERS WHO ARE ELECTED WILL TAKE OVER DUTIES MAY 1st.

CUPE PRO-D DAY

The February 22nd Pro-D was another successful one! We have received a lot of positive feedback regarding the day, as well as some good suggestions for possible topics for next year. If you have a suggestion for a course for next year please email the Union Office for the Committee to review.

This day takes a great deal of planning and support, and the Pro-D Committee would like to thank the following people for their help in planning and implementing the day! Susan Heard, Amanda Templeton, Carmen Moorehouse, Lisa Gregory, Rod Stott, Randy Kootte, James Grates, Jane Gibbons, Stan Marshall, Jim Robinson, Phil Berlan, Niki Cooke, Jennifer Brookes, & Leanne Hargrave. **Thank you!!** A special thanks to Jerry Ong for being our Parking Attendant! Also a big "Thank You" goes out to Terry Fox Secondary for the use of the school for this day!

GOOD NEWS!

Taxpayers support the proposition that the Human Resources Department should not create new unqualified Education Assistant positions. Vote was 80% to not support SD43's planned use of "Learning Inclusion Support Workers" (Tri-City News Poll). The whole purpose of creating a lesser qualified EA position is to save money.

CUPE Locals will bring proposals to the bargaining tables throughout the Province dealing with EA parity in wages and qualifications. School District #43 probably needs to provide EAs in this District with the same wages and benefits as other Districts.

SCHOOL BOARD ARBITRATIONS & GRIEVANCES

- ◆ 1608 - Human Resources Director refused certain classifications from receiving eye care premiums. HR states article only eligible to clerical employees. Records indicate Tradesmen, Info Tech, Grounds, other employees have received. CA does not stipulate only clerical.
- ◆ 1611 - Caretaker Lead Hand selection. Posted for a single position, took two applicants, selection process was flawed.
- ◆ 1614 - Employer created new classification without Union's agreement. New position, less pay, employer eliminated certain duties, HR contracted out work of eliminated classification.
- ◆ 1624 - Discipline too severe for first offence; ten days. Suspension for a minor infraction, other employees received no more than a two-day suspension. Employee had no discipline on file.
- ◆ 1625 - Probation employee. After two probationary reports was terminated.
- ◆ 1628 - Employer now refusing to pay for a full-day LOA to attend child's Graduation.
- ◆ 1651 - Employer refuses to hire Caretakers without a Driver's Licence which is not required for job. New Canadian who has no driver's licence as Class Specification does not require it. The only classification that the employer will not hire an employee without a licence is Caretakers. The Job Specifications do not require a licence. Union asked Manager of Caretaking; "Do Caretakers need a car?" The answer was no. Why then would a Caretaker need a driver's licence? This action is discriminatory on several grounds, classification and race as a new Canadian citizen will not have a Canadian licence. Also those with a disability; as some employees have a disability preventing a licence renewal. The father of an international student who does not have licence in Canada will not get hired as a caretaker in School District #43. Not really a good practice dealing with international issues. The mere fact that HR has arbitrarily applied this discriminatory rule only towards caretakers is in fact discriminatory. The Union will claim that the Human Rights Tribunal cannot find a suitable remedy, it has jurisdiction to order the employer to discharge a managerial employee.

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

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

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

If your child is graduating in 2019 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 2018 and March of 2019.

SICK AND VISITING & GOOD OF THE UNION

Fruit Baskets

Jil Allen
Hans Kim
Jennifer Stephenson

Sympathy Cards

Chrystal Chamberlin
Ka Yung Yu

Cards of Thanks

Tom MacDonald
Dennis Marsden
Ka Yung Yu

Draw Winners

# 93 Anna Cho	# 28 Leanne Hargrave
# 90 Byron Nelson	# 38 Diana Moerike
# 109 Kerry Thompson	# 56 Hans Kim

Retirees Honoured at the March Meeting:



Dennis Marsden
Mike Munk
Michael Ryan
Ray Stockli
Kara Timko

**A Minute of Silence was held for
Eileen Finnegan**

INITIATIONS

SD#43:

Donna Beauregard, CAS EA
Walter Byl, CAS Electrician
Aaron Currie, CAS EA
Nawarath Devlin, CAS CR
Sandra Fairburn, CAS EA
Akem Gill, EA
Mahtab Hajimohammadjafar, CAS EA
Lucia Hernandez, CAS EA
Ching Man Ho, CAS NHA
Karoliina Katinic, CAS EA
Nomeeta Lashari, CAS NHA
Danielle Lawrason, CAS EA
Carol Matthews, CAS EA
Karen McAllister, CAS EA
Megan McDowel, CAS EAI
Marlou Medrano, CAS CR
Andzelika Nowak, CAS EA
Alison Ormston, CAS EA
Chantelle Potts, CAS EA
Ashley Ramsay, CAS EA
Paula Rossetti, CAS NHA
Erica Samonte, CAS CL
Angela Santos, CAS NHA
Maureen Sedgwick, Payroll Clerk II
Alanna Waunch, CAS EA
Ariel Winterfeld, CAS EA

First Canada:

Jaswinder Nijjar, CAS Driver
Maninder Singh, CAS Driver

WELCOME!!