



ShopTalk

NOVEMBER
2018

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

GENERAL MEMBERSHIP MEETING

8:30 am - Saturday, December 8, 2018

Riverside Secondary School - LIBRARY
2215 Reeve Street, Port Coquitlam, BC

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

SICK AND VISITING

Sympathy Cards were sent to:

Happy Akha
Donna Clark-MacMurchy
Dan Coulson
Nicola Cridge
Gil Feliciano
Steve Nicklen
Lisa Peren
Dolores Sparks

Fruit Baskets were sent to:

William Agbanlog
Kevin Beauchamp
Steve Clark
Deb Guratovich
Brenda Nelson
Jennifer Point
Mahesh Raju

Thank You's from:

Cathie Burton
Donna Clark-MacMurchy
Deb Guratovich
Jessica Machala
CUPE Local 5317
Camp Jubilee
Congratulations to Matt Roussy
on the birth of his Baby Boy!!

RETIRES HONOURED AT THE OCTOBER MEETING:



Joseph Aisekhalaye
Lynn Jones
Celia Newton
Caroline Noon
Teresa Rehman
Peter Respondek
Carolyn Ryan

DOOR PRIZE WINNERS AT OCTOBER MEETING

04 Jason Washington
03 Joey Villanueva
35 Gil Feliciano
55 Dave Ginter
74 Saba Yassemi
22 Jerry Ong





RETIREES HONOURED AT THE NOVEMBER MEETING:

Carol McMillan
Deborah Ticehurst

A Minute of Silence was held for Retired Member Wally Surcess.

DOOR PRIZE WINNERS AT NOVEMBER MEETING

57 Hoda Jahangiri
63 Carolina Woodcock
04 Yvonne Jovanovic
70 Carmen Parker
53 Charlotte Moughtin
60 Kun Zeng

SD #43 NEW ATTENDANCE MANAGEMENT POLICY

After a year's absence , this has returned. CUPE 561 is in agreement with the CTA regarding the need for such a program. What does the program actually do? It causes employees stress by having to explain their legitimate absences and divulge confidential medical information. The program is non-disciplinary as culpable, blame worthy absences are not processed through this program. Even with a one hundred percent increase to Human Resources Managers, they have delegated their responsibilities to Principals and Supervisors. Although the Human Resources Department will try and get you to go to a meeting without a Shop Steward; disregard their suggestion and take a Union Representative with you.

FACTS FROM CUPE SURVEY

The 2018 Survey reports that 83% of CUPE K-12 Support Workers work second jobs; and a shocking 46% of EAs do so.

The results of the 2018 Survey show that 41% of K-12 Members say they have seen an increase in the level of violence in their workplaces.

Insufficient hours remain one of the most prominent concerns we hear from EAs.

Not only do insufficient employment hours result in personal hardship for many K-12 workers, but our Members tell us that this is a major contributor to the recruitment and retention problems plaguing many Districts.

SD#43 GRIEVANCES

#1608 & #1622 - Human Resources Manager stopped paying CUPE Employees for eye examinations under Article 8.2 F.

#1611 - Caretaker Manager hired unqualified Supervisor over more qualified senior employees.

#1614 - Caretaker Managers changed Permanent Relief Carpet positions. These positions provide carpet cleaning for the whole District, allegedly contactors may be doing it. Higher rate of pay for any carpet work.

#1615 - Unfounded allegations by a Principal regarding Maintenance Shop employees.

#1628 - Human Resources Manager stopped paying employees for a full day to attend their child's graduation.

SD #43 ARBITRATIONS

- Arbitration on Grievance #1592 - Pension Benefits.
- An Unfair Labour Complaint has been filed regarding the School District refusing to provide contact information on CUPE Retired employees that belong to their own Pension Plan. ER is trying to prevent CUPE 561 from representing Retirees. Decision expected shortly.
- Arbitration Regarding Termination of Probationary EE - probation report was arbitrary, ER acted in bad faith, was discriminatory, and violated Section 80 of the Labour Code dealing with fairness provision.
- Arbitration Regarding ER Eliminating CUPE Position and Assigning Duties to Teachers - CUPE contract states "Existing classifications shall not be eliminated or changed without prior agreement with the Union".

CUPE PRO-D DAY -- FEBRUARY 22, 2019

There will be a CUPE Pro-D Day on Friday, February 22, 2019. CUPE Union Activists will be developing and organizing courses for each classification they represent. Each Employee will attend courses relevant to their own classifications. If you have a course suggestion; please forward it to the Union Office, in care of Debby Cowan. More details will be provided in the up-coming months!

A UNION

HERE'S WHAT YOU GET WITH CUPE MEMBERSHIP:

| | |
|-----------------------------|---|
| A Union Contract | This outlines wages, benefits, working conditions, a dispute resolution mechanism and other protections. |
| Power | As part of a large group you have more strength to influence what goes on in the workplace, particularly when it comes to issues regarding your working conditions. |
| Support | You're not on your own. You have a whole support system; your Executive and Stewards, who are at your service locally, and a National Union structure to aid you as well. |
| A Sense of Belonging | You are part of a group who help and support one another. You belong to the union and the union belongs to you. |

HERE'S WHAT CUPE ASKS YOU TO GIVE:

| | |
|------------------------|---|
| Support | Your union officials need your support in maintaining your rights under the Collective Agreement. |
| Input | Your officials can't work in a vacuum – they need to know from you when your rights have been violated. As a member you help decide the course of action. This is the basis of power. |
| Time and Effort | Going to union meetings means giving up some of your own time. This is the main forum for your voice to be heard – and that's important. |

As you can see, being a union member is a two-way give-and-take arrangement.

The Union is YOU. Get involved.

NEGOTIATIONS

COQUITLAM PUBLIC LIBRARY:

The Bargaining teams will be finalizing their Memorandum of Agreement on November 28, 2018. A new Collective Agreement will be printed and distributed shortly after the signing.

MONTESSORI GROUP:

A new Collective Agreement has been ratified and will be distributed shortly.

SCHOOL DISTRICT:

CUPE Bargaining Team is currently getting ready to meet with different classifications to prepare bargaining proposals and open negotiations.

FIRST CANADA ULC-FRASER VALLEY:

CUPE 561 First Canada bus drivers ratify collective agreement

ABBOTSFORD—CUPE 561 bus drivers are back in uniform this week after ratifying a new collective agreement with First Canada ULC on Sunday night. The Local's 160 members, based in Abbotsford and Chilliwack, had initiated job action with a uniform ban on October 10.

The new three-year contract, retroactive to April 1, 2017, includes annual wage increases of 2, 2, and 2.5 per cent, retroactive wage reimbursements, and new language on run committees that will give members more input into the construction of their shifts while providing better work/life balance. It also includes language giving senior part-time employees access to sick leave, health and welfare benefits, the RRSP purchase plan, and full day's pay on stat holidays.

"This agreement represents a solid path forward and gives these members some real gains to build on in successive rounds of bargaining," said CUPE 561 President Dave Ginter.

"In collective bargaining, we don't often see language on work-life balance. For the first time, these members have that language in the body of their collective agreement—along with a range of improvements, including on bereavement leave and vision care, and better compensation for lengthy shifts. Full credit is due to the bargaining committee and the servicing reps for all of their hard work since these negotiations began."

CUPE 561 members from First Canada also include about a dozen mechanics. Negotiations for the next round of bargaining may begin as early as December 2019.



CHILDREN'S CHRISTMAS PARTY

2:00 to 4:00pm Sunday, December 9 @ Port Coquitlam Bowladrome

Children & Grandchildren 12 years and under of Members and Retirees.

The Deadline for registration is 4pm Friday, November 30th.

All children attending MUST be accompanied by a CUPE 561 Member or Retiree.

The Notice to sign-up will be sent to all locations and is available on the webpage!!

INITIATIONS

The following people were initiated at the October meeting:

School District:

Steve Billesberger, CAS Electrician

Afnan Albassa, CAS EA

Jeremy Chatt, EA

Danielle Greben, CAS EA

Sozan Kras, CAS EA

Sharon Pugh, CAS NHA

Emma Snowden, CAS NHA

Rebecca Wiggins, CAS EA

Nicole Chui, CAS NHA

Adhulah Bah, CAS EA

Jaehang Choi, CAS CR

Zainab Kadhem, NHA

Saradha Natarajan, NHA

Crystal Scarfo-Harris, NHA

Jennifer Stephenson, CAS NHA

Saba Yassemi, CAS EA

Susan Clarke, NHA

Kasandra Blue, CAS EA

Shannon Gordon, NHA

Kristy Kozak, CAS CL

Jeb Perry, HVAC

Lisa Schubert, CAS EA

Theresa Stevens, CAS EA

Library: Amandeep Saroya, Customer Service

Welcome

The following people were initiated at the November meeting:

School District:

Terri Abrams, NHA

Xiao Cai, YW

Youme Choi, CAS NHA

Diana Fierro Alarcon, CAS NHA

Rebecca Holmes, CAS EA

Elizabeth Kim Wade, NHA

Winnie Mah, NHA

Tina Pancho, CAS NHA

Jeremy Pratt, CAS EA

Arielle Sanderson, YW

Tia Waghorn, CAS NHA

Ana Lissa Yap, NHA

Tenora Ilknur Agkilinc, NHA

Tristana Cassell, CAS EA

Kevin D'Angelo, EA

Lisa Fowler, CAS EA

Darby Huffman, NHA

Emma Lee, CAS NHA

Mariana Milenkova, CAS EA

Carmen Parker, CAS CL

Jennifer Robinson, CAS CL

Lauren Sollero, CAS YW

Johnny Wong, Culinary Assistant

Kun Zeng, CAS NHA

Kwok Lee Ang, CAS NHA

Mooncherl Choi, CAS CR

Marissa Falk-Varcoe, CAS EA

Elaheh Hamzanlouei Moghaddam, CAS EA

Hoda Jahangiri, CAS NHA

Cindy Legge, CAS NHA

Charlotte Moughtin, NHA

Lynda Parmelee-Hegins, CAS NHA

Melissa Salonga, CAS Cont Ed

Glynis Tao, CAS NHA

Carolina Woodcock, CAS EA

Library:

Joanne Erickson, Page

Kayla (Eunha) Kim, Page

Rhona Porcellato, Page