



OCTOBER
2019

ShopTalk



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

GENERAL MEMBERSHIP MEETING

8:30am - Saturday, November 16, 2019

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)

PARKING IN THE NORTH PARKING LOT!

Retirees Honoured at the October Meeting

Sean Stevenson
Linda Wesley

DOOR PRIZE WINNERS

- # 13 Jim McKinnon
- # 71 Elise Perras
- # R1 Sean Stevenson
- # 84 Jonah Gillis
- # 97 Dale Grobowsky
- # 38 Nancy Rideout

SICK AND VISITING

Sympathy Cards were sent to:

Dave Glover
Jillian Gray



Thank You's from:

Monica Brochu
Laura Caccia-Carrillo
Jackie Dusang
Ted Kirsh
John Villanueva
Sigrid Wosnack
CUPE Local 1505

Fruit Baskets/Flowers/Get Well Wishes were sent to:

Lisa Borisoff	Amandeep Brar
Laura Caccia-Carrillo	Dean Clifton
Jackie Dusang	Haris Hadjoannu
Jackie Hurst	Ted Kirsh
Tajinder Riar	Sandy Wilschek

SD #43 - ARBITRATIONS

- Grv #1608 - Eye Glass Reimbursement Refusals; scheduled for December.
- Grv #1614 - Contracting Out Carpet Cleaning; scheduled for December.
- Grv #1664 - Bumping Procedures; scheduled for January 2020.
- Grv #1624 - Unfair Suspension; scheduled for January 2020.

INITIATIONS***WELCOME*****SD #43:**

Judy Antunes, CAS EA	Leila Anvar, CAS NHA	Natasha Broughton, CAS EA
Jasmyn Conkin, CAS EA	Raven Conlinn, CAS EA	Melissa De Ocampo, NHA
Emilie Dombrova, CAS EA	Shannon Durrant, CAS EA	Alisha Enns, CAS NHA
Jessica Fales, NHA	Len Ferrier, CAS Carpenter	Elba Karina Flores Segura, CAS EA
Jonah Gillis, CAS Electrician	Arni Gonzalez, Payroll Clerk II	Gina Gorman, LISW
Dale Grobowsky, CAS CR	Erin Harvilla, CAS CL	Lirong Jing, CAS EA
Chunghee Jung, CAS NHA	Riya Khaira, CAS YW	Fatima Khan, CAS CL
Niki Kiya, CAS EA	Brandon Krump, CAS CR	Susan Lyne, CAS EA
Iain Mac Henry, CAS Painter	Kelly Martin, CAS EA	Scott McKehzie, CAS Carpenter
Christa Melancon, CAS EA	Stefania Memme, CAS EA	Hyun Jeung Min, CAS NHA
Corrigan Morris, Alarm Sys Tech	Yvonne Mossip, CAS NHA	Amanda Newman, CAS EA
Shannon Norris, CAS NHA	Elise Perras, CAS EA	Bonnie Rose, CAS EA
Michelli Rubinick, CAS NHA	Clayton Skapski, YW	Yong Hong Zhang, CAS EA

Library:

Sunshine Hanan, Program Assist	Rosanne Hockstra, Lib Tech	Eun Jung Ko, Customer Exp
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First Canada:

Jaswinder Brar, Driver	Satinder Brar, Driver	Calen Brown, Driver
Douglas Dixon, Driver	Inderjit Narula, Driver	Adrian Schat, Driver

QUESTIONS & ANSWERS - SCHOOL DISTRICT

- Q:** When will the new Collective Agreement be available?
- A:** *The employer has now supplied the CUPE Bargaining Team with a copy, which now requires proofreading. Once complete it will be put up on the webpage.*
- Q:** How long does the employer have to deal with an adverse report?
- A:** *The employer must notify the employee and the Union in writing of any major expression of dissatisfaction concerning an employee's work within ten (10) working days of the event of the complaint.*
- Q:** Does the adverse complaint need to be signed by the person filing the complaint?
- A:** *Yes, an employee should request to see the signed complaint before entering into any discussions about the complaint.*
- Q:** Do Leave of Absence requests need to be provided to Human Resources for approval 24-hours before, prior to the requested absence?
- A:** *The answer is no, the 24-hour leave request must be received by the employee's Administrator/Exempt Staff Supervisor.*
- Q:** I was denied a Leave of Absence with Pay to attend to my sick spouse. My Principal told me it would be hard on the school to have a replacement fill in on a Friday.
- A:** *Contact your Union Shop Steward! The employer can only use 'impact on a school' for General Leaves which are unpaid. In addition, the employer would have to consider the employee's request to determine importance to employee.*
- Q:** I work as an LISW and was recently told by my Supervisor that, like Education Assistants, I only can transfer to another position in June. Is this correct?
- A:** *There has not been any agreement made on LISW having the same posting restrictions as Education Assistants.*