

CUPE 459 CONNECTION

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**Upcoming Meetings: March 28th, 2015- Belmont 9am
*May 30th, 2015 - Belmont 9am
*Notice of Motion for changes to local Bylaws**



President's Message

Some of you have been contacting the Local regarding the requirement to be fingerprinted to confirm identity. The Local appreciates that members in this situation believe their privacy rights have been violated by this action. The requirement to be fingerprinted is a statutory requirement. The courts have dealt with similar privacy issues in the past and concluded that while they may violate the Charter, they are never the less justified for the greater good of Canadian society.

The School Act requires employees who work with or may be in contact with children to complete a Criminal Record check. The requirement to be fingerprinted is a further requirement for

people who work for the public school system. The Local takes the position that you should comply with the requirement to be fingerprinted. Failure to do so may result in you being prohibited from working in the District. We do not want to see any members suffer a loss of employment because they have chosen not to comply with this direction. Instead we recommend you comply with the direction, and grieve the cost you have incurred in complying. This will ensure you do not jeopardize your employment with the District.

Cameron Gordon-Findlay
President, CUPE Local 459
250.661.2730

1st Vice Presidents Message

IT'S OUR DAY!



International
Women's Day ~
March 8th



Bottle Water Free
Day ~ March 19th



International Day for
the Elimination of
Racism ~ March 21st



World Water Day ~
March 22nd

I hope everyone had a great Spring Break and welcome back. Many of you lately have received a notice from Human Resources via email letting you know that your job description is up for review. I'd like to take the time to briefly explain what exactly that means.

The job evaluation process is on a five year rotation. Each CUPE job at School District 62 gets reviewed with the help of the members who are working under each job description and management to make sure that all the job descriptions are accurate to the work that our CUPE members are performing under those job descriptions. Over time jobs evolve and duties change and that is why there is a need to review the jobs every five years. This process is not meant to individualize jobs but to help make sure that when there is a vacancy in a position that a person with the correct qualifications is hired.

Although many people have experience, knowledge, etc. that exceeds what the job they are doing requires these skills do not come in to factoring the actual requirements of the job. That being said if the job has evolved where the current job description does not reflect what the needed qualifications actually are the

Joint Job Evaluation Committee needs to be made aware and the job description needs to be reviewed. This is why every five years our Job Evaluation Maintenance Agreement calls for a review of each job description. If there are changes to be made to the job description that you are working under please fill out the forms and give the forms to your supervisor/manager to review and make notes. Please keep a dated copy of those forms. Once your supervisor/manager has reviewed the forms as well and has made notes the forms will be returned to Human Resources. Your Joint Job Evaluation Committee will then review the changes using the Gender Neutral Job Evaluation Plan and give each factor being reviewed points. That is a basic run down of how our Job Evaluation process works. If you have any questions about Job Evaluation please feel free to contact your Departments Representative that sits on the Committee.

In Solidarity,
Bruce Woodcock
1st Vice President CUPE 459

CUPE 459

CHECK OUT OUR WEBSITE...

www.459.cupe.ca

There is a complete list of Executive Contacts, Committee members, links to relevant websites as well as all of our CUPE 459 Connection Newsletters.



RED MY LIPS AWARENESS

Red My Lips is an international nonprofit organization based out of the U.S. We run an annual global awareness campaign where our fierce and fearless supporters rock red lipstick all throughout the month of April (Sexual Assault Awareness Month) to demonstrate solidarity and support for survivors and start important conversations with people in their lives. Red My Lips is designed to raise visibility and awareness about the realities and prevalence of sexual violence, while combatting rape myths and victim-blaming.

We continue to convince ourselves that rape only happens to 'those girls' who 'weren't careful,' 'gave mixed signals,' or 'put themselves in a bad situation.' This tendency to deny, shame, or blame survivors who come forward only serves to convince other survivors that they are wise to keep quiet, giving those who perpetrate these crimes free reign to continue doing so without consequence. Additionally, we frequently misunderstand rape and sexual assault as something provoked by uncontrollable sexual attraction or desire...instead of what it is: an act of domination, entitlement, and violence.

Red My Lips believes that the problem does not lie with tight or revealing clothes, makeup, or 'letting your guard down.' The problem lies with one person's DECISION to overpower and violate the body and spirit of another. And until we acknowledge and address this reality, the worldwide pandemic of sexual violence will continue.

Wearing red lipstick in April allows supporters to speak out against these damaging myths and victim-blaming attitudes. It allows us all to stand in solidarity with survivors and refuse to be invisible...refuse to be silent.

www.redmylips.org

CUPE 459 **CONTACTS**

PRESIDENT
Cameron Gordon Findlay –
250 - 661 – 2730

1st Vice President –
Bruce Woodcock
250 – 889 – 5156

2nd Vice President–
Amber Leonard
250 – 516 - 3371

Chief Shop Steward –
Barry Sullivan
250 – 889 – 2430

Maintenance Shop Steward
– Barry Sullivan
250 – 889 - 2430

EA Shop Steward –
Maggie Clark
250 - 888 - 4335

Clerical Shop Steward -
Cindy Tibbits
250 – 661- 2570

Transportation Shop
Steward Jim Winteler –
778 – 678 – 6936

Custodial Shop Steward
Wanda Falle –
778-676-8582

CUPE 459 NEWS...

2015 BURSARY APPLICATION

C.U.P.E. Local 459 is pleased to offer at least two annual bursaries of a minimum \$500.00. To apply for these bursaries you must be planning to attend a recognized institution of advanced education or career training program. This would include apprenticeship programs.

In order to qualify for the scholarship, the applicant must:

- ◆ be a graduating student of Belmont Secondary School, Edward Milne Community School, Pacific Secondary School, Westshore Learning Centre or a secondary school graduating student who is a dependent of a member of CUPE Local 459

(Special consideration may be given to applicants with need of financial assistance)

The application should be completed and forwarded by **April 24, 2015**.

**MORE INFORMATION ATTACHED
OR CONTACT: Lisa Haug lhaug@sd62.bc.ca**



CUPE 459 GENERAL MEETING

**MARCH 28th @ 9AM
Belmont Cafeteria**

\$400 Snow Ball Draw*

**Must be in attendance to win*

~ *Notice of Motion*: 60 days' notice of changes to our locals bylaws

Packages will be posted on website for download
www.459.cupe.ca

Events & Dates to Remember

March 22nd - World Water Day

March 28th - General Meeting ~ Belmont 9am

April 8th, 2015 - Day of Pink (International Day against Bullying, Discrimination, Homophobia and Transphobia)

April 22nd – Earth Day

April 28th – National Day of Mourning

May is Asian Heritage Month

May 1st–International Workers Day

May 7th – National Child & Youth Mental Health Day

