

CUPE

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EXECUTIVE MESSAGE

As the weather changes and we begin to settle in at work there are still operational changes going on within the district. Postings are still being filled and students are still arriving.

Metchosin School has been sold and the conditions of the sale have been removed. CUPE 459 has two weeks to find an alternative office space. The Office Committee is meeting and will make recommendations to the Executive on the next steps for a home base for CUPE 459 within the district. Short of that we may need to look outside the district to find a suitable, reasonably priced space. We will keep you informed.

Thank you to the Professional Development Committee for all their hard work organizing the management directed day that took place at EMCS and other locations around the District. Many thanks to those that participated and gave feedback. Forward any workshop suggestions that you may have to your department representative for the next Professional Development. EAs will have an opportunity for education on the next couple of non-instructional days. The funding for this comes out of the Provincial Framework and is to be used before the money runs out or the Collective Agreement expires, whichever comes first.

Strike pay resolutions were heavily debated at our National Convention (Oct 1-6 in Toronto). A 2/3 majority of those in attendance voted in favour for strike pay to be paid from the first day, instead of on the 10th day. A strike pay policy will be created to reflect this change in our National Constitution.

Our CUPE 459 Bargaining team will be elected at our December AGM along with the regular positions that need to be filled. Request for members to be part of the Elections team was given at our last meeting. If you want to be part of the team please let Amber Leonard know.

In Solidarity, your CUPE 459 Executive



**Orange Shirt Day— Every Child Matters
General Meeting September 30**



ARTICLE AWARENESS



29.01 Harassment

The Board recognizes the right of all employees to work in an environment free of harassment.

The Board accepts its responsibility to promote, monitor and maintain a workplace environment free of harassment.

Harassment shall be defined as:

a) **Sexual harassment**

Sexual harassment means any conduct, comments, gesture or contact of a sexual nature.

1. That is likely to cause offence or humiliation to any employee, or
2. That might, on reasonable grounds, be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.

b) **Personal harassment**

Personal harassment means any comment or action that is likely to demean, belittle, or humiliate an employee.

c) **Process**

A complaint may be filed with a Supervisor, Administrative Officer and/or Senior Board Official. The Human Resources Department shall be notified of the complaint.

A meeting between the parties shall be convened to ascertain the validity of the alleged complaint. The alleged harasser who may be accompanied by a union/staff representative shall attend. The complainant may attend and may be accompanied by union/staff representative.

In cases where sexual harassment may result in the transfer of the employee, it shall be the harasser who is transferred, EXCEPT that the harassee may be transferred with that employee's consent.

In the event that the issue remains unresolved either employee may refer the matter to the Grievance Committee Step (5) of the Grievance Procedure.

Complaints of this nature shall be treated in strict confidence by both the Association/Union and the Board.

BUS RODEO—PRO D DAY SUBMITTED BY—KERRY ZADO

All the driver's arrived bright and early for Pro-D Day on Friday where we were taking part in a Bus Rodeo.

Many of the drivers had participated in a driving rodeo of some sort whether it be school bus, fire trucks or transport trucks, so we kind of knew what to expect. The morning started out with the obligatory coffee and . . . oh wait, no doughnuts, but there were muffins, so it was all good.



After a briefing on how the day would go, we sat to write a 50 question test on traffic rules and bus safety knowledge. Then it was out to the busses for each driver to demonstrate there knowledge in checking over the bus, as we do before the trips each school day. Each driver pulled a number to decide the starting order.

The course consisted of several stations demonstrating the ability to place a bus on the right trajectory and maintain the position by driving through some tennis balls on the road spaced 3" wider than the back wheels, then navigate the bus between two rows of 45 gallon drums that get narrower the farther through you drive. The next obstacle was to drive the back right wheel over a mat, keeping as close as possible to the right side then making a right turn (without jumping the imaginary curb) then over another mat, stopping without going over a painted stop line.

The next maneuver was out onto the road, returning to the parking lot immediately entering the 'off set alley' simulated by sprinkler pipe on top of traffic cones. The idea is to drive straight through the first set, then jog over to the next set forcing the driver to move the bus over a bus width, in 43 feet (the length of the bus + 3 feet). Once the bus gets past this obstacle, it has to be reversed into an alley, without the back end crossing the imaginary lines and then stopping without the back bumper crossing a line on the ground.

Each infraction on each obstacle either earns a demerit point or disqualifies you from a particular obstacle. Rodeos I have been involved in before also had an obstacle (pedestrian) avoidance portion at speed, but there is only so much room in the bus yard parking lot.

This event saw lots of laughter, some competition as drivers schemed and plotted to take top spot. All in all I think it was a great day.



CUPE BC THANKS ALL OUR DELEGATES FOR A GREAT NATIONAL CONVENTION!

More than 300 delegates attended CUPE's National Convention in Toronto. CUPE BC's delegates, along with the delegates from the Hospital Employees Union represented their Locals extremely well. The CUPE members back home should be very proud of the job that was done speaking to resolutions, contributing to the conversation on social media, and demonstrating with actions the values that make our movement and our union so strong.

CUPE NATIONAL CONVENTION 2017

RED DRESS PROJECT SISTERS IN SPIRIT VIGIL

At noon, hundreds of convention delegates followed Gloria Lepine and Nathalie Claveau, representatives on CUPE's National Aboriginal Council, to Olympic Park for a Sisters in Spirit vigil to honour the lives of missing and murdered Indigenous women.

One of hundreds held across the country on this day, the vigil attended by CUPE convention delegates included an homage to the work of artist Jaime Black, who created the REDress Project. Throughout the vigil, CUPE leaders and delegates carried red dresses and wore red ribbons, in an echo of Black's "aesthetic response" to the estimated 1,200 missing and murdered Indigenous women.



Elder Thomas of Moose Factory, Ontario, led the vigil, supported by young singers and drummers of Debezhdeguzh ("under all, we are one"). Holding a fan of eagle feathers, the Elder offered vigil participants smudges from the smoke of buffalo sage and shared his sorrow over Canada's missing and murdered Indigenous women, calling it a "human rights crisis."

Sisters Lepine and Claveau ended the vigil with a minute of silence—but not before calling on their fellow CUPE activists to continue demanding justice for missing and murdered Indigenous women and their families.

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NEWLY-ELECTED NDP LEADER, JAGMEET SINGH

CUPE convention erupted in cheers as newly-elected NDP leader, Jagmeet Singh entered the hall on the final morning. The first person of colour to lead a national political party, Jagmeet soundly won the party leadership on the first ballot, and it was easy to see why as he immediately connected with the thousands of members in the room.

"We're always going to have a special bond," he said when the room finally quieted. "This is and will always be my first convention after becoming leader. Thank you for that."

"I'm so excited about CUPE's Bargaining Forward policy," he said. "It's more than just taking a firm stand against accepting concessions and two-tier proposals at the bargaining table. It's a powerful acknowledgement that what you bargain impacts everyone around us, not just your members."

Having run on a campaign of equality and economic justice, Singh condemned the actions of employers everywhere who are splitting what used to be full-time, secure jobs with benefits into two or three casual and part-time jobs with few or no benefits.



"The work you do matters for the future of our country," he said. Praising the delegates, he said, "You are phenomenal champions for a fairer and more inclusive country. You inspire your members to dream bigger. You expect more and then you help them get it. On behalf of all New Democrats, I make that same commitment to you. It's an honour to stand with you on that journey."