

CUPE 459 CONNECTION

CONTENTS

PAGE 1

President's Message

PAGE 2

Did you know?

Check It Out

PAGE 3

CUPE 459 Contacts

PAGE 4

Calendar of Events &
Dates to Remember

Annual General Meeting is at Royal Bay on Saturday, December 12th, 2015. Starts at 9am



President's Message

For many years CUPE 459 and the STA (Sooke Teachers Association) have agreed to try and solve member to member disputes. We recognize this is not always possible, but please talk to your shop stewards if you have any concerns. Please familiarize yourselves with the document that accompanies this messages.

Another year has passed, we have said goodbye and happy retirement to a number of members and welcome many new ones. Truly an evolving diverse District.

Please take time this season to enjoy family and friends. Let's all look forward to an exciting, successful New Year. I wish you all a safe and happy holiday season.

Respectfully, Cameron Gordon-Findlay – President CUPE 459



Annual General Meeting Update ...

Our Annual General CUPE Elections meeting will be on December 12th, 2015. We will hold a Saturday Morning general meeting. 9am Royal Bay *Snowball Draw (Must be in attendance to win)



CUPE 459

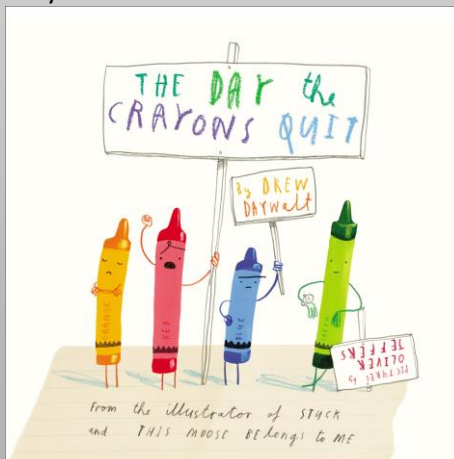
CHECK OUT OUR WEBSITE...

www.459.cupe.ca

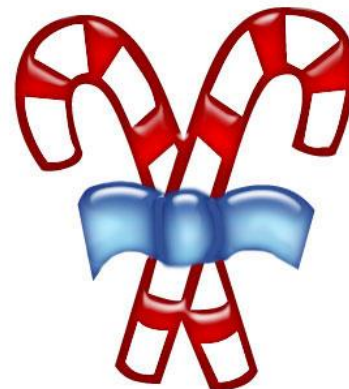
There is a complete list of Executive Contacts, Committee members, links to relevant websites as well as all of our CUPE 459 Connection Newsletters.

Check it out...

CUPE 459 Executive passed a motion to support Literacy in the classrooms and purchased 6 copies each of the Day the Crayons Quit and The Day the Crayons Came Home.



They were well received at the Board Meeting on October 27. Board Chair Wendy Hobbs and Superintendent Jim Cambridge were moved by the generosity of our Local.





**CUPE 459 Annual General Meeting is on
December 12th, 2016**

Positions up for Election (1 year Term - January - December)

- President
- 1st Vice
- 2nd Vice
- Corresponding Secretary
- Recording Secretary
- Treasurer
- Chief Shop Steward
- Diversity
- Sergent at Arms

***Each department will elect in caucus a shop steward, except for the department that the Chief Shop Steward is in.**

- All Committees will need representatives to come forward.
- OH&S
- Job Evaluation - Clerical & Custodial Reps Required
- PRO D
- Sick & Visiting

As well as a Three Year Trustee

Please feel free to call any of the current Executive or Shop Stewards if you would like some information on what the position entails.



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 –
ajcustom@telus.net

Custodial Shop Steward
Wanda Falle –
778-676-8582

Around the District...



Sooke Teachers Association President, Ian Johnson & CUPE 459 President, Cameron Gordon-Findlay after the signing of the STA & CUPE protocol Agreement. It has been included on the last page of this newsletter.



Merry Christmas & Happy
New Year from all of us



Events & Dates to Remember



December 1st – World Aids Day

December 3rd – International Day of Disabled Persons

December 6th – Anniversary of the Montreal Massacre, Canada's National Day of Remembrance and Action on Violence against Women

December 10th - International Human Rights Day

December 12th, 2015 – Annual General meeting & Elections



POSITONS UP FOR ELECTION ON DECEMBER 12TH, 2016



President – (1 year term) - **Cameron Gordon-Findlay**
 1st Vice President – (1 year term) – **Bruce Woodcock**
 2nd Vice President – (1 year term) – **Amber Leonard**
 Corresponding Secretary – (1 year term) – **Noelle Wass**
 Treasurer – (1 year term) - **Lynn Straiton**
 Recording Secretary – (1 year term) – **Lisa Haug**
 Chief Shop Steward – (1 year term) – **Barry Sullivan**
 Diversity position – (1 year term)) – **Sandra Bowes**
 Sgt. @ Arms – (1 year term) – **Clayton Bain**

IN HOUSE

Shop Stewards

Clerical – (1 year term) – **Cindy Tibbits**
 Education Assistants – (1 year term) - **Maggie Clark**
 Custodial – (1 year term) - **Wanda Falle**
 Transportation – (1 year term) – **Jim Winteler**
 Maintenance – (1 year term) – **Barry Sullivan**

Trustee – 3 year term

Three Year Term (ends 2016) – **Bill Brown**
 Term is up at end of 2015 - **Troy Kaspers**
 Three Year Term – **Roy Morris** (ends 2017)

Job Evaluation Committee – (3 year terms)

IN HOUSE

Education Assistants – (3 year term; end of 2017) **Ceri White**
 Transportation – (3 year term; end of 2017) **Kerry Zado**
 Maintenance – (1 year term; end of 2016) **Bruce Woodcock**
 Clerical – (term is up at end of 2015) **Kelly Wyatt**
 Custodial – (term is up at end of 2015) **Kristin Cox**

Sick & Visiting –

IN HOUSE

Clerical – (1 year term) **Rasheeda Haverty**
 Education Assistants – (1 year term) **Betty-Lou Leslie**
 Custodial – (1 year term) **Wanda Falle**
 Transportation – (1 year term) **Hugh Parsons**
 Maintenance – (1 year term) **Mark Robinson**

Pro D (In-Service) –

IN HOUSE

Clerical – (1 year term) – **Cathy Peverelle**
 Education Assistants – (1 year term) **Maureen Reynolds/Candace Linde**
 Custodial – (1 year term) **Bill Brown**
 Transportation – (1 year term) – **James Black**
 Maintenance – (1 year term) **Mark Robinson**

District Health & Safety Committee -

IN HOUSE

Clerical – (1 year term) **Cathy Peverelle**
 Education Assistants (1 year term) **Karen Hesse**
 Custodial – (1 year term) **Ian Leakey**
 Transportation – (1 year term) **Daniel Germain**
 Maintenance – (1 year term) **Mark Robinson**

VIDC (up to 4 positions) – (1 year term) - **Amber Leonard, Maggie Clark, Tim Hamblin, Bruce Woodcock**
 VLC (up to 3 positions) – (1 year term) - **Sandra Bowes, Bill Brown, Maggie Clark**





November 19, 2015

Dear CUPE and STA Members:

In recent years, a number of situations have occurred where members of one of our Unions have found fault for one reason or another, with a member of the other Union. At some of these times, Union members have gone directly to management to lodge a complaint. **We find this unacceptable.** There is a longstanding CUPE/STA protocol which determines the process for a complaint regarding Union co-workers. Like the BCTF Code of Ethics, the CUPE Constitution and the School District Parent Appeal Process, the guidelines involved are purposeful and protective for ALL. We expect to be treated with respect and consideration if someone has a concern with us and we must ensure that we follow these guidelines when dealing with others.

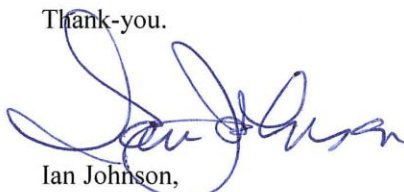
Expected Process/Protocol

1. Speak directly to the co-worker involved (if this is impossible, you may write a note/letter).
2. If the situation is not corrected, speak to your Staff Rep (STA) or Shop Steward (CUPE).
3. If the situation is still not corrected, speak to the President (STA or CUPE).
4. If all of the above steps fail, then and **only** then, should a complaint be forwarded to management.


It is imperative that the process/protocol is followed carefully. It is important to all of us to work well together, regardless of our union affiliations.

If you have questions or concerns, please feel free to contact either of us.

Thank-you.



Ian Johnson,
President, STA



Cameron Gordon-Findlay,
President, CUPE #459

Note: *Legal requirements and official protocols in reporting child protection issues must not be ignored.*