



Long Term Disability Plan -

COLLECTIVE AGREEMENT LANGUAGE...

Article 28.06

Eligible employees shall be covered by a mutually acceptable long term disability plan.

NOTE: Our plan under the Public Education Benefits Trust (PEBT) states that after you have been on a leave of absence without pay for more than 31 days you are no longer covered by LTD until you have returned to work for 90 days.

At Labour Management on April 23rd, CUPE 459 requested that a hard copy of the plan would be posted at each site.

Check the PEBT webpage for more information

<https://www.pebt.ca/LandingPage.asp>

School Board Update

John Stubbs School, Budget Announcements, Community Elections

As you may have heard John Stubbs School in Sept. 2015 will become a single track school...French only.

This was decided at the Board Meeting on May 22nd, 2014 to a room full of very angry parents.

The English speaking students will mostly go to Crystal View but some may go to other schools in the area.

What this means to the CUPE staff in that building is not known at this time but please remember there is no reason to believe that they will need less staff. We will let you know when we do

As for budget announcements from the Board on any specific layoffs for CUPE have not been announced at this time. There is a final reading of the budget at the end of May and that is when the public announcements will be made.

Community Elections will be happening in the fall. We will be electing our Mayors and council as well as our school Board Trustees.

Please check the district's website if you have any questions. There is more information on their site.

CUPE Shows Solidarity with Teachers

Teachers Job Action

At this time the BCTF is in the first stage of job action. Part of this action is to withdraw supervision of students outside of the classroom. This includes recess and after school.

CUPE DOES NOT fill in and cover teacher's work that is not being done due to job action.

If you are asked to do this please let me know.

The next stage of the action may be rotating strikes. Under the Labour Board ruling the STA must give 2 days' notice for this or a 3 day notice if the whole province is going out.

We of course, DO NOT CROSS PICKET LINES.

Each site needs to be ready in case strike action happens. We need someone in each site to take on the job of strike captain and be the liaison in case of action.

If your site has this arranged, good. If not please call me and I will make sure that the information comes to you.

We all hope that it doesn't come to this and that good and fair bargaining will continue but we do need to be ready.

Jan



CUPE 459 STAFF SHIRTS FOR SALE

\$20 EACH

PLEASE CONTACT:

aleonard@sd62.bc.ca

or

sbowes@sd62.bc.ca

CUPE 459 CONTACTS

~ 2014 ~

President - Jan Peever
250 888- 4332

1st Vice Cameron Gordon
Findlay – 250 661 – 2730

2nd Vice Tim Hamblin –
250 -213- 5693

Chief Shop Steward –
Amber Leonard
250 – 516 - 3371

EA Shop Steward –
Maggie Clark
250 888 -4335

Clerical Shop Steward
Cindy Tibbits
250 – 661- 2570

Maintenance Shop Steward
Bruce Woodcock
250 - 889 5156

Transportation Shop
Steward Hugh Parsons
250 474 9845

Custodial Shop Steward
Amber Leonard
250 516 - 3371

innoviCares For K-12 Support Staff

InnoviCares is a unique benefit program being offered to K-12 support staff members providing you with choice to stay on brand name medications at prices similar to the generic and additional savings on many health care products.

InnoviCares coordinates and works seamlessly with our existing drug insurance plan it is provided at no cost to you.

For more information look for a hard copy sent to your school or simply register online at bcschools.innovicares.ca

<http://3742.cupe.ca/files/2014/04/innoviCares-Employer-Brochure-Apr-08-2014-BCSchools.pdf>



Congratulations to our own Chief Shop Steward, Amber Leonard for being reelected as President of the Vancouver Island District Council. We are very proud that a CUPE 459 member holds this seat representing Vancouver Island & Powell River. Way to go Amber!!



International Day Against Homophobia – May 17th, 2014

The International Day Against Homophobia, held on May 17 every year, is a rallying event offering an opportunity for people to get together and reach out to one another.

Fondation Émergence promotes, mainly on a pan-Canadian level, the International Day Against Homophobia and encourages organizations and individuals to highlight this event in their environment.

What is Homophobia?

The Fondation Émergence gives the following definition of sexual diversity:

Heterosexism

Heterosexism is the belief that everyone is heterosexual and that heterosexuality is the only acceptable way of being. This belief, which relies on the idea that the majority rules and is therefore normal, is often the source of homophobia.

Homophobia

It's all the negative attitudes that can lead to rejection and to direct or indirect discrimination towards gay men, lesbians, and bisexual, transsexual or transgender people or

toward anyone whose physical appearance or behavior does not fit masculine or feminine stereotypes. The following are variants of homophobia:

- **Bi-phobia:** aversion towards bisexual people or bisexuality;
- **Gayphobia:** aversion towards gay men or male homosexuality;
- **Lesbophobia:** aversion towards lesbian women or female homosexuality.

Transphobia

Transphobia is a negative attitude or feeling, an aversion towards transgender people, transsexuals or people who are transitioning.

Transgender Person

Person who perceives themselves and identifies as belonging to a different sex and who feels the need to live that way. In contrast to a transsexual person, the transgender person refuses gender reassignment or a sex change. Also a transgender person is someone who does not conform to the norm imposed by male and female gender identities; some people consider themselves gender-fluid.

Transsexual Person

Person who has already changed their sex physically or a person who is making that transition through medical treatment or surgery. This transformation is usually irreversible.

Two-spirited Person

A two-spirited person is someone who according to Amerindian tradition has two spirits, one female and one male.

Intersex Person

An intersex person is someone who shows physical features of both sexes.

LGBTTI Communities

LGBTTI is an acronym used by the Lesbian, Gay, Bisexual, Transsexual, Transgender and Intersex Communities.



Events & Dates to Remember



**May Day – International Workers Day
May 1st, 2014**

**CUPE 459 General Meeting - 9 am
BELMONT - May 3rd, 2014**

May 16th, 2014 – Non Instructional Day

**May 17th, 2014 - International Day against
Homophobia**

June 21st, 2014 - National Aboriginal Day