

CUPE 459 CONNECTION

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New Executive being sworn in at our December AGM



PRESIDENTS MESSAGE

Welcome back to 2014. I hope all of you have had a chance to enjoy the Christmas break and now feel ready to take on another year.

Already the year is busy with the district gearing up for Visioning. This is something that you will be hearing more and more about as the year goes on. Everyone will have a chance to get involved with the plans on how our district sets goal for the future. We are one of as very few districts in B.C. that is growing so to have the chance to have input into the plans is exciting.

As you know we had our yearly elections in Dec. I would like to thank all of those people who stepped up last year and worked so hard on your behalf, they were a great committee. And I feel very lucky to have had a chance to work with all of them.

Your new committee has already met this year and again they are all ready to work for you.

The new list of executive is shown in this newsletter with their contact information. Please phone them when you have a question or a concern. Many of you have read in the paper that CUPE 947 (Victoria School District- Inside Workers) are in a strike position. At the time of the writing of this newsletter it appears that they will be going out if a settlement is not reached. Each district has autonomy and it is the locals right to do as the membership directs. They voted not to ratify their Collective Agreement. Our local did ratify so we are not in position for job action at this time. We wish our brothers and sisters well and a speedy solution to their labour issues.

Our plan this year is to try and connect with you more. We encourage you to come out to membership meetings but understand in this busy world that that does not always happen. If any worksite would like a small (30 min?) info meeting please contact me and we can set up a time to come out to meet and answer any questions and concerns.

Our next General meeting will be on February 21st, 2014 during lunch at Pro D day at Belmont.

See you then.

In Solidarity, Jan Peever

Bargaining...



We ratified our new Collective Agreement in December. We are now waiting for BCPSEA to OK the changes and then we will be printing the Collective Agreement for you. Once it has been approved the 1% pay raise from July 1 2013 will be paid out and then on Feb. 1st we will get our 2% increase.

This contract expires on June 30, 2014. Remember it will stay in place until the next contract is signed. Please think about this next round of bargaining that is quickly coming up on us. If you see things that you would like to see changed, added or taken out of our CA please take these concerns to the person you have voted in to represent you on that committee. Remember this is your chance to have a voice, please use it.

Workplace Bullying Stops Here!

Bullying is increasingly being recognized as a serious problem in our schools, workplaces and in society. At work, personal harassment, bullying and mobbing undermine the self-esteem and dignity of individuals and creates a hostile or offensive work environment.

Besides being destructive to worker health, it also has a negative impact on our ability to provide quality public services. Many of you have identified that this is a problem in CUPE workplaces and the first step is awareness.

Did you know?

On June 1, 2004, Quebec became the first North American jurisdiction to include protection against psychological harassment of employees in its Act respecting Labour Standards. Bullying, known as psychological harassment is defined as:

"Any vexatious behaviour in the form of repeated and hostile or unwanted conduct, verbal comments, actions or gestures, that affect an employee's dignity or psychological integrity and that results in a harmful work environment for the employee. A single serious incidence of such behaviour that has a lasting harmful effect on an employee may also constitute psychological harassment."

#NOMOREBULLIES

A few common ways in which harassment is expressed:

- Making rude, degrading or offensive remarks.
- Making gestures that seek to intimidate, engaging in reprisals.
- Discrediting the person: spreading rumors, ridiculing him, humiliating him, calling into question his convictions or his private life, shouting abuse at him or sexually harassing him.
- Belittling the person: forcing him to perform tasks that are belittling or below his skills, simulating professional misconduct.
- Preventing the person from expressing himself: yelling at him, threatening him, constantly interrupting him, and prohibiting him from speaking to others.
- Isolating the person: no longer talking to him at all, denying his presence, distancing him from others.
- Destabilizing the person: making fun of his convictions, his tastes and his political choices.



Vancouver Island District Council – VIDC

Represents all CUPE locals on Vancouver Island including Powell River. Donates annually to Island Community Food Banks. Every bit helps.



About hunger in Canada

Many people do not realize the extent of hunger's reach in this country. Each month, close to 850,000 Canadians are assisted by food banks, and 36.4% of those helped are children and youth.

The problem of hunger is a persistent one, with [food banks providing comparable levels of food and other assistance](#) for the better part of a decade.

Who is turning to food banks? There is no single, typical profile. The people helped include families with children, employed people whose wages are not sufficient to cover basic living essentials, individuals on social assistance, and Canadians living on a fixed income, including people with disabilities and seniors.

Consider these figures from [HungerCount 2013](#):

9.4% (78,311,212) people each month access a food bank for the first time

36.4% of those turning to food banks are children and youth

4.3% of adults helped are over age 65

11.3% of people assisted are Aboriginal

50% of households helped receive social assistance

11.5% have income from current or recent employment

16.4% receive disability-related income supports

8% of food banks ran out of food during the survey period

<http://www.foodbanksbc.com/>

CUPE CONTACTS

President Jan Peever -
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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



PRO D DAY FEB 21st, 2014

Exciting Times Ahead for Pro-d ...

I am now starting type up our February 2014 Pro-d calendar of courses/presentations into our new online Pro-d registration program, designed by Steve Tonnesen from our IT Department. A link will be coming to your school district e-mail account towards the end of the month or the very beginning of February. You will have one week to fill in your preferences and then we will close registration. If you change your mind on your choices in that week, feel free to go in and make any changes. Remember as soon as you give up your spot it goes to the next person in line.

If you do not have a school district e-mail account you cannot register, in that case you must contact Kathy Qumsieh at the Board Office ASAP. If you somehow miss registration deadline you will need to contact Dan Haley at dhaley@sd62.bc.ca and let him know why. If for whatever reasons we do not run some sessions in the end, you will be automatically be bumped into your 2nd or 3rd choice. An e-mail will arrive not too long after registration closes to let you know which sessions you have been confirmed in. The online registration format will more or less be the same as the Pro-d packages you have received in the past. Please click on every tab and read through all the information and details that we will be posting. Please note that the times for the February Pro-d day will be a bit different than we have run in the past. Your Pro-d committee has lined up lots of great courses and presentations. Hopefully ones that interests everybody.

Our keynote speaker will be Dr. Laugh, who will be speaking on laughter in the workplace. As always feel free to contact or e-mail any of your Pro-d representatives and tell them the things that you would like to see happen on your "Choices" Pro-d day. If you stump us, we might even ask you for some assistance to guide us in the right direction. I am easy to find at mkaehn@sd62.bc.ca

See you on February 21st!
Michael Kaehn



Calendar of Events

Pro D Lunch Membership Meeting

February 21st, 2014 @ Belmont NOON

Pink Shirt/Anti Bullying Day

Wednesday, February. 26, 2014

National Women's Day

March 8th, 2014

Day of Pink - International Day against Bullying, Discrimination, Homophobia and Transphobia

April 9th, 2014

Day of Mourning for Workers Killed and Injured on the Job

Sunday, April 28, details TBD

May Day - International Workers Day

May 1st, 2014