

# CUPE 459 CONNECTION

## CONTACTS

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### President's Message



I hope everyone enjoyed their well-deserved break over this Family day long weekend. These days, the busyness of the district is sometimes very difficult, a day to day challenge. With hopes that it will all settle down, one cannot forget those who worked tirelessly to get an insurmountable move completed. Those that work in the schools may not realize that the Transportation, Grounds and Facilities workers moved all of the district equipment to their new homes and those same workers are now in the process of relocating all of their tools. My hat is off to you all. You made it work. The employer owes you an immense amount of gratitude for all your hard work.

That being said, there are many activities going on in our District. There are already Theatre productions from the New Royal Bay students & staff, Aboriginal Celebration of Students on February 24<sup>th</sup> at Belmont. The budget talks with partner groups are about to start up and there are discussions about a three year school calendar and Spring Break for the district. The Collective Agreements are ready to go to print and the final details of delivery are in the works.

We will be having a general meeting on February 27<sup>th</sup> at Spencer Theater starting at 9am. There we will be discussing the Blue Cross Proposed Package that will need to be voted on prior to June 30<sup>th</sup>. We can stay with our own or go to the Provincial package. We will also provide child care at our meetings as requested up to 24 hours before the meeting. Don't forget about the snowball draw is starting up again at \$50. Must be in attendance to win.

In Solidarity, Amber Leonard ~ CUPE 459 President



### SUPPORT STAFF: EXTENDED HEALTH PROVINCIAL STANDARDIZED PLAN

#### Election to opt in/out due June 30, 2016

As per the Provincial Framework Agreement, all support staff union locals must vote on whether to opt in or opt out of the standard benefits plan by June 30, 2016.

To assist with the support staff vote, Morneau Shepell has provided districts and locals with a side by side comparison of their current local plan and the provincial standardized plan. The comparison has been included on the last page of this newsletter. Please take the time to familiarize yourself with the comparison and bring your questions or concerns forward at the General Meeting.



Monthly  
Biography  
Candace Linde

My career started with the Burnaby School District in 1988. I moved to Vancouver Isl. in 1990 and began working as a substitute EA with the Victoria and Sooke School Districts. Within a year I was a permanent EA with SD #62. I began at Sooke Elementary and 3 years later, started at the new Journey Middle School. I worked at Journey until 2012 and currently work at Spencer Middle School.

I have worked on the Pro D. Committee as a CUPE 459 EA rep. intermittently for 9 years, most recently the last 3 years. I helped plan and see the inception of the 1<sup>st</sup> 'Wellness' Pro D day at the new Edward Milne Community School. We also enjoyed a superb lunch prepared by the culinary cooks training class. At the last Pro D day in Nov, it was amazing to see the new Royal Bay Secondary. The day focussed on enriching skills and sharing our knowledge, but we also enjoyed a wonderful lunch put on by the students of the cooks training program at this new high school too.

Many years ago CUPE 459 had a contest to choose a name for our newsletter. I couldn't resist! We all make connections in our work, daily activities and in a union, we are connected to our union family. That is how I came up with the name CUPE CONNECTION.

**GENERAL MEETING**

**FEBRUARY 27**

**9:00 AM**

**SPENCER THEATER**

Contact Maggie Clark if you are in need of childcare.



**IYES OL**

**INVITATION TO ATTEND**

**BLESSING OF BELMONT SECONDARY**

**FEBRUARY 24, 2016**

**5:00 PM TO 6:45 PM**

**HOSTED BY SCIA'NEW NATION AND  
ABORIGINAL EDUCATION**



## ARTICLE AWARENESS



### Article 32 TEMPORARY EMPLOYEES

#### 32.02 Benefit Entitlements

Temporary employees who have acquired 1040 hours worked and who work a minimum of seventeen and one-half (17 1/2) hours per week in categories which have a normal thirty-five (35) hours per week schedule or twenty (20) hours per week for categories which have a normal forty (40) hours per week schedule averaged bi-weekly shall, upon request by the employee, be entitled to receive benefits. The employee shall reimburse the Board the monthly premiums if the employee has not worked the minimum seventeen and one-half (17 1/2) or twenty (20) hours, as applicable in the weeks of that month.

### **FEBRUARY 24 PINK SHIRT/ANTI BULLYING DAY**

Bullying is a major problem in our schools, workplaces, homes, and over the Internet. Each year, on Pink T-Shirt Day, you are encouraged to wear something pink to symbolize that we as a society will not tolerate bullying anywhere. Take the message and remember it all year long. There are a limited number of pink shirts available at a cost of \$20. Delivery to your site can be arranged by emailing Lisa Haug.



#### **DID YOU KNOW.....**

Optum's Employee and Family Assistance Program is available 24 hours a day, 7 days a week, on line or by phone. All services are completely confidential and there is no cost to you or your eligible family members.

As a free service provided by our employer Optum offers in-person, telephone and e-counselling, and immediate telephonic crisis support.

Online information, [www.livewell.optum.com](http://www.livewell.optum.com) (Access code: healthy)

Telephone and in-person counselling: 1-800-663-9099

E-counselling: [Optum-ca.privacemail.com](mailto:Optum-ca.privacemail.com)

Website: [www.optum.ca](http://www.optum.ca)

### **Upcoming Events and Dates**

**February ~ Black History Month**

**February 8—Family Day**

**February 14—Stolen Sisters Memorial Walk**

**February 19—Non Instructional Day**

**February 24 – Pink Shirt / Anti Bullying Day**

**February 24—Aboriginal Education Family Event**

**February 27—General Meeting @ Spencer**

**March 8 – National Women's Day**

**March 19 – Bottle Water Free Day**

**March 21- International Day for Elimination of Racism**

**March 22 - World Water Day**

**Extended Health Standardized Plan Comparison - SD #62 (Sooke) CUPE Local 459**

<b>EXTENDED HEALTH</b>	<b>Provincial Standardized Extended Health Plan</b>	<b>Current Plan</b>
Reimbursement	80% until \$1,000 paid, then 100%	Vision Care and Hearing Aids: 100% All other eligible expenses: 80% until \$1,000 paid, then 100%
Annual Deductible	\$100 (Single/Family)	\$25 (Single/Family)
Lifetime Maximum	Unlimited	\$1,000,000/lifetime
Termination Age	Retirement (No age limit)	Retirement (No age limit)
<b>Prescription Drugs</b>		
Drug Formulary	Blue Rx	Blue Rx
Pay-Direct Drug Card	Yes	Yes
Per Prescription Deductible	\$0	\$0
Sexual Dysfunction	Not Covered	Not Covered
Oral Contraceptives	Covered	Covered
Fertility	\$7,500 per lifetime	Not Covered
Smoking Cessation <sup>1</sup>	Not Covered	Not Covered
<b>Medical Services and Supplies</b>		
Medi-Assist	Included	Included
Out-of-province Emergency Medical	Covered (100% reimbursement)	Covered (100% reimbursement)
Ambulance	Covered	Covered
Hospital	Private or Semi-private	Private or Semi-private
In-home Nursing Care	Covered	Covered
Hearing aids	\$1,000 per 5 years for Adults and per 2 years for Children	\$400 per 5 years
Miscellaneous Services and Supplies (subject to reasonable and customary limits as defined by the Insurer)	Covered	Covered
Orthopedic shoes	\$400 per year for Adults, \$200 per year for Children	Covered (Reasonable and Customary)
Orthotics	\$400 per 2 years (adults and children)	Covered (Reasonable and Customary)
<b>Vision and Paramedical</b>		
<b>Vision Care</b>		
Maximum	\$400 per 24 months	\$200 per 2 years
Eye exams	\$75 per 24 months	\$15 per 24 months
Prescription Sunglasses	Included in Vision Maximum	Not Covered
<b>Paramedical services</b>		
Naturopath	\$400 per year	\$200 per person per year; to a maximum of \$500 per year per family
Chiropractor	\$400 per year	\$200 per person per year; to a maximum of \$500 per year per family
Massage therapist	\$750 per year	Unlimited (Reasonable and Customary limits apply)
Physiotherapist	\$750 per year	Unlimited (Reasonable and Customary limits apply)
Psychologist	\$400 per year	Not Covered
Speech therapist	\$400 per year	\$200 per year
Acupuncturist	\$400 per year	\$100 per year
Podiatrist/Chiropodist	\$400 per year	\$200 per person per year; to a maximum of \$500 per year per family

**Notes**

- Eligibility of individuals and premium sharing arrangements are unaffected.
- Benefits are subject to reasonable and customary limits as defined by the Insurer.
- Blue RX is a dynamic drug program provided by PBC that is continuously refined with features that include, but are not limited to: managed care formulary, special authorization enforcement, low cost alternative price controls, and reasonable and customary mark-up and dispensing fee limits, for example.

<sup>1</sup>Smoking Cessation covered under MSP