

CUPE 459 CONNECTION

CONTACTS

PRESIDENT

Amber Leonard
250-516-3371

1st Vice President

Maggie Clark
250-888-4335

2nd Vice President

Tim Hamblin
250-213-5693

Secretary Treasurer

Kerry Zado
250-478-3150

Chief Shop Steward & Custodial Shop Steward

Wanda Falle
778-676-8582

Clerical Shop Steward

Cathy Peverelle
778-977-1352

EA Shop Steward

Lou Leslie
250-361-6311

Maintenance Shop

Steward Mark Robinson
250-360-6979

Transportation Shop

Steward Wayne Clifton
250-478-5895



CUPE 459 Executive Strategic Planning Session 2016

Happy New Year Everyone,

I hope everyone had an opportunity to enjoy the Christmas holiday. First, I would like to welcome the newly elected Executive to what looks like is going to be an amazing year. Thank you for stepping up. The transition from the outgoing Executive to the new Executive has been smooth.

The Executive attended a strategic planning day on January 11 which included a training session with our National Servicing Representative John Horsefield. Shop Stewards will be participating in the Steward Learning Series facilitated by the C.U.P.E National Education department.

Union Committees have been elected and meetings have been scheduled. Please direct your questions to your departmental representative. A complete list of elected officers follows this page.

Reminder the date for C.U.P.E Pro D days has been changed to April 15th. We are always looking for suggestions for our workshop sessions, please forward your ideas to your Pro D Representative.

We will be having a General Meeting on February 27th. Keep an eye in the newsletter for time and location.

Submitted by Amber Leonard, President C.U.P.E 459



**Do you have an idea
for the newsletter?**

**Please email your submissions
to Noelle Wass, Cathy Peverelle
or Lisa Haug**

CUPE 459 is looking for E.C.E childminders for our General Meetings.

Please contact Maggie Clark 250-888-4335 or Maggie.c@live.ca

POSITIONS ELECTED – 2016

- **President - (1 year term) - Amber Leonard**
- **1st Vice President - (1 year term) - Maggie Clark**
- **2nd Vice President - (1 year term) - Tim Hamblin**
- **Corresponding Secretary - (1 year term) - Noelle Wass**
- **Treasurer - (1 year term) - Kerry Zado**
- **Recording Secretary - (1 year term) - Lisa Haug**
- **Chief Shop Steward - (1 year term) - Wanda Falle**
- **Diversity position - (1 year term) - Sandra Bowes**
- **Shop Stewards**
 - IN HOUSE**
 - Clerical - (1 year term) - Cathy Peverelle**
 - Education Assistants - (1 year term) - Lou Leslie**
 - Custodial - (1 year term) - Wanda Falle**
 - Transportation - (1 year term) - Wayne Clifton**
 - Maintenance - (1 year term) - Mark Robinson**
- **Sgt. @ Arms - (1 year term) - Kathleen Church**
- **Trustee - (3 year term) - Bill Brown (Term ends 2016)**
 - Roy Morris (Term ends 2017)**
 - Troy Kaspers (Term ends 2018)**
- **Negotiating Committee - (Still standing until bargaining concludes)**
 - IN HOUSE**
 - Clerical - Tina Mercier**
 - Custodial - Paul Steele**
 - Maintenance - Roy Morris**
 - Education Assistants - Maggie Clark**
 - Transportation - Lynn Straiton**
- **Job Evaluation Committee - (3 year terms)**
 - IN HOUSE**
 - Maintenance - Bruce Woodcock (Term ends 2016)**
 - Education Assistants - Ceri White (Term ends 2017)**
 - Transportation - Kerry Zado (Term ends 2017)**
 - Clerical - Kelly Wyatt (Term ends 2018)**
 - Custodial - Kristin Cox (Term ends 2018)**
- **Sick & Visiting -**
 - IN HOUSE**
 - Clerical - (1 year term) Rasheeda Haverty**
 - Education Assistants - (1 year term) Vacant**
 - 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) - Sherri Bourne/Lea Porter**
 - Education Assistants - (1 year term) Dana Savage/Shounna Loyer**
 - Custodial - (1 year term) Doug Stewart**
 - Transportation - (1 year term) - Mike Kaehn**
 - Maintenance - (1 year term) Troy Kasper**
- **Occupational Health & Safety Committee -**
 - IN HOUSE**
 - Clerical - (1 year term) Cathy Peverelle**
 - Education Assistants (1 year term) Sandra Bowes**
 - Custodial - (1 year term) Ian Leakey**
 - Transportation - (1 year term) Al Kowal**
 - Maintenance - (1 year term) Mark Robinson**
- **VIDC (4 positions) - (1 year term)**
 - Amber Leonard**
 - Maggie Clark**
 - Lou Leslie**
 - Russ Bartram**
- **VLC (3 positions) - (1 year term)**
 - Sandra Bowes**
 - Maureen Reynolds**

DECEMBER 2015 TRUSTEE REPORT –submitted by *Troy Kaspers/Roy Morris/Bill Brown*

Recommendations carried forward from 2014 report:

1. The Local's By-laws that were submitted to CUPE National have not been processed, approved, or returned by CUPE National as a result we have not been able to review them after our annual elections. We will form a Constitution and Bylaws committee containing at least one (1) Trustee, and one (1) member of the Executive, more members would be acceptable, after the By-laws have been returned. It was recommended the committee be formed at the December meeting but this committee was not formed based on the lack of approved By-laws.
2. CUPE National still insists the Secretary Treasurer **must** sign his own cheque. We as Trustees do not agree, but it is written in the CUPE National Constitution, Clause B.4.4 as a result we must observe their directions.

Recommendations for 2015:

1. Out of pocket (honorarium) paid to an individual may create payroll taxation issues (EI, CPP, and T4 form submissions.) We, as Trustees, have discussed this with the current Secretary Treasurer and agree to allow him to continue his research into the effect to this Union Local.
2. Motions to purchase, pay a bill, or donate to a cause are to be processed and paid by the Secretary Treasurer. Our recommendation is to have the Recording Secretary record all these motions and forward the Secretary Treasurer the report.

ARTICLE AWARENESS *submitted by Stewarding Committee*

14.05 Right to Have Steward Present

a) An employee shall have the right to have his steward present at any discussion with supervisory personnel which the employee believes might be the basis of disciplinary action. Where a supervisor intends to interview an employee for disciplinary purposes, the supervisor shall make every effort to notify the employee in advance of the purpose of the interview in order that the employee may contact his steward, PROVIDING that this does not result in an undue delay of the appropriate action being taken. This Clause shall not apply to those discussions that are of an operational nature and do not involve disciplinary action.

b) A steward or Local Union Officer shall have the right to consult with a C.U.P.E. staff representative and to have him present at any discussion with supervisory personnel which might be the basis of disciplinary action.

23.05 Family Illness a) In the case of illness of a spouse or dependent children of a regular employee when no one at home other than the employee can provide for the needs of the ill person, the employee shall be entitled, after notifying his supervisor, to use a maximum of five (5) days sick leave credits annually. b) In the event of a prolonged illness, if an employee has used the maximum days available, he/she shall be entitled to utilize unused vacation credits for such purpose anytime during the vacation year to cover absences of one-half day or more.

24.06 Compassionate Leave

a) Regular employees shall be granted leave with pay in the event of a death or serious illness in the immediate family. Such leave shall not exceed five (5) days leave with pay. "Immediate family" may include a marital, foster or other non-blood relationship whether or not of a formal or legal nature. b) Immediate family shall be defined as mother, father, husband, wife, common-law spouse, daughter, son, foster child, grandchild, brother, sister, mother-in-law, father-in law, grandmother and grandfather



**Monthly
Biography**

**Kerry Zado
Treasurer**

After 11 years of special needs bussing, I came to Sooke School district where I became the districts first special needs driver. After 10 years with the district I left when offered an opportunity of a lifetime taking my volunteer fire service to the next level. A year ago, I retired as the Deputy Fire Chief of Langford Fire Rescue, and immediately put my name in to be a spare bus driver and now have a permanent run.

During my 33 years as a firefighter (volunteer and career) I was the treasurer of the volunteer firefighter's association for 7 years, and as a career member, I participated in the budget process for the department.

I have been the Muscular Dystrophy fundraising chair for a number of years and was responsible for the bookkeeping as well. In addition to those organizations, I served as treasurer for 6 years for the Victoria Magic Club.

My interests outside of work see me sitting on the Board of Director for Muscular Dystrophy Canada (MDC), the chair of the National Fire Fighters Relations Committee for MDC and am still involved with the fire service with my work with MDC. I like to camp, kayak, cruise on my Motorcycle and spend time with family (Leana and our two grown children and their parties as a 2 1/2 year old Granddaughter).

**For Immediate Release from CUPE National November 2015
So-called 'economic stability dividend'
amounts to pennies a day**

BURNABY—Today's announcement by the BC Liberal provincial government that public sector workers, including many CUPE members, will receive a very small pay raise next year is welcome but does very little to help workers keep pace with the cost of living, CUPE BC Secretary-Treasurer Paul Faoro said today.

"We're glad that the approximately 48,000 of our members who work in sectors directly funded by the provincial government will see a modest wage increase beginning next year as a result of the provincial economy outperforming forecasts," said Faoro. "That said, as a result of BC Liberal cuts and funding reductions, our members—along with thousands of other unionized workers in the public service—have been falling behind over the past decade.

"An increase of .45 percent, while welcome, doesn't even begin to keep our members whole relative to the cost of living."

The government announced today that the economy had grown slightly faster than it had predicted. The so-called "Economic Stability Dividend" (ESD) insisted upon by the Liberals in the last round of bargaining means that half the difference is to be distributed among public sector workers covered by those contracts.

Faoro said that from 2002 – 2015 (the BC Liberal government's time in office) the K-12 sector has had total wage increases of 13.2%. During that time, the rate of inflation was 20.1%, a differential of 6.9 percentage points.

"That almost 7 percent gap means that for more than a decade thousands of households across B.C. have had less money to pay for housing and essentials for their families," said Faoro. "By cutting the wages of the workers who deliver the important public services we all depend on, the Liberals are actually damaging the provincial economy and local economies all over B.C. It makes no sense, especially when economic growth is so anemic.

"If the Premier and her government really want to ensure important public services are properly supported, she needs to drop gimmicks like the ESD and so-called bargaining mandates and restore fair and free collective bargaining in the public sector."

Contact: Clay Suddaby

CUPE National Communications Representative

604-313-1138

csuddaby@cupe.ca

Facilities Update: submitted by Cathy Peverelle/Mark Robinson

The Facilities and Transportation buildings are almost done. Earl, Tracy and Garrett are already in the new Transportation Shop and the busses were moved just before Christmas break. The Grounds Department will be moving to their new building next week with the rest of the trades department following soon. The new Transportation building is on Amy Road, just off of Westshore Parkway. The new Facilities building is located behind Spencer Middle School on Spencer Road.

Construction of the Facilities Building on Jacklin Road was completed in July 1994. Some of our C.U.P.E members had a part in the construction add-ons of this building. HL Demolition will take possession on Feb 4th and it will be torn down shortly after. It has been very interesting watching the old Belmont and surrounding buildings slowly come down.

Events & Dates to Remember

January 18 – Non Instruct Day

February – Black History Month

February 8 – Family Day

February 19 – Non Instruct Day

February 27 – General Meeting

February 24 – Pink Shirt Anti Bullying Day

March 8 – National Women's Day

March 19 – Bottled Water Free Day

