

CUPE 459 CONNECTION

CONTACTS

PRESIDENT

Amber Leonard
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1st Vice President

Maggie Clark
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2nd Vice President

Tim Hamblin
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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



2017 CUPE 459 Executive Strategic Planning Session

Happy New Year CUPE 459!

Please come out and put the “U” in our union meeting Saturday morning January 28 at 9am. We will be meeting in the Royal Bay Learning Commons (Library) to review the proposed changes to our local bylaws.

To start the New Year we held a local officer training on January 13 to strengthen the knowledge of Sisters and Brothers that have volunteered to step forward into CUPE executive and officer positions. We would like to thank our National Reps Loree Wilcox and Harry Nott who came out to share their wealth of knowledge with us. Currently President Amber is attending a course on supporting members at a “Return to Work” course, and other executive members will undertake training in “CUPE Health and Safety”, and “Facing Management Effectively”. We continue to educate ourselves to serve you better.

The Job Evaluation Committee met in both December and January and is scheduled to meet monthly until June. We completed the joint work of reviewing 10 positions so thank you to all members that took time to fill out and submit their evaluations. Please contact a J.E. representative if you require assistance going through your evaluation when you receive it from Human Resources.

Looking forward to having coffee with you Saturday morning, Your CUPE Executive



GENERAL MEETING

January 28 @ 9:00 AM

ROYAL BAY

Notion of Motion for proposed Bylaw changes.

*Copies of the Bylaw proposal will be available at the General Meeting and are posted on the CUPE 459 website <http://459.cupe.ca/>

General Meeting Dates for 2017

March 11, 2017

PRO D Meeting April 13

June 3, 2017

September 23, 2017

October 14, 2017

PRO D Meeting November

December 9, 2017 AGM



DECEMBER 2016 TRUSTEE REPORT

Trustee Recommendations prepared by Troy Kaspers & Bill Brown

Recommendations carried forward from 2015 report:

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 agreed 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.
3. We are continuing to carry forward the recommendation that the CUPE 459 Secretary Treasurer not sign the cheques from which that he is to be the recipient of funds. CUPE National has continually insisted that he sign all cheques including his own.

Recommendations for 2016:

1. Sick and visiting expenses to be reimbursed in accordance with the expense by-laws and must be accompanied with the original receipt with proper identification. An example would be name of recipient and type of expense (wedding, sick for 10 days, etc.)
2. New members of committees are to be made aware of their rights to reimbursement for expenses incurred while attending meetings.
3. We are still waiting for Bylaws to be approved by CUPE National. Expected in 2017

ARTICLE AWARENESS

14.05 Right to Have Steward Present

a) An employee shall have the right to have his/her 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/her 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.



Happy New Year from the Pro D Committee

The Joint Professional Development committee is responsible for designing and implementing two Pro D days; one is CUPE directed (April) and the other is Management directed (November).

The Employer and CUPE have agreed that if there is a need to do a district wide training session for all employees we will continue to access either of these days, as well Management directed days may be used for topics that need to be delivered on mass, this is the most efficient and cost productive way to make sure all employees receive Board delivered topics in a timely manner.

The CUPE directed day is where members are able to make a variety of suggestions, so please keep them coming, as it helps us develop the day. It is also appreciated that members do their part to assist by registering on time, watch for upcoming documents and ask the necessary questions of any member of the Committee. We continue to work on the ID tags which should help streamline sign in/out during the day and we will continue to re-evaluate the leave forms. It is our hope to make them easier for all concerned. Completion and submitting the necessary leave forms will continue to be the member's responsibility; they must be completed prior to the day.

Over the last year the committee has worked hard to make some positive changes to the format. The most significant of these changes has been the freedom of choice to attend Pro D, showcasing of School District 62 students, "Blood Donor Clinic" in which members received a 2 hour deduction from their required time of work and the collection for the Food Bank. These changes embody what CUPE stands for, giving back to our communities and freedom to choose what works best for each individual. The Committee hopes that everyone enjoyed spending time with colleagues and friends. We will continue to showcase students from around the district as we rotate schools.

CUPE 459 Pro D Committee 2017

Dana Savage, Doug Stewart, Troy Kaspers, Sherri Bourne, Makyta Simms and Phil Young

ARTICLE 38: PROFESSIONAL DEVELOPMENT

38.01 Professional Development Days *All employees shall be entitled to take part in two (2) district supplied professional development days per school year.*

38.02 Joint Professional Development *Joint Committee - Activities and fund disbursements shall be initiated and monitored by a joint professional development committee. The Joint In-service Committee is mandated to create an appropriate in-service model based on the needs of the parties including selection of appropriate facilitators. The Committee is composed of five (5) union appointees and representatives from management. The parties provide co-chairs for the Committee.*

38.03 Time off for Professional Development *The parties agree that employees shall be entitled to time off with pay for professional development subject to funding in the professional development account.*

And.....

LOA # 9 Re: Professional Development page 75 in the Collective Agreement

C.U.P.E. 459 LIST OF EXECUTIVE OFFICERS – 2017

President – **Amber Leonard**

1st Vice President – **Maggie Clark**

2nd Vice President – **Tim Hamblin**

Corresponding Secretary – **Noelle Wass**

Treasurer – **Kerry Zado**

Recording Secretary – **Lisa Haug**

Chief Shop Steward – **Wanda Falle**

Diversity position – **Sandra Bowes**

Shop Stewards

Clerical – **Cathy Peverelle**

Education Assistants – **Betty Lou Leslie**

Custodial – **Wanda Falle**

Transportation – **Wayne Clifton**

Maintenance – **Mark Robinson**

Sergeant at Arms – **Phil Young**

Trustee – 3 year term

Three Year Term ending 2017 - **Rosa Willner**

Three Year Term ending 2018 – **Troy Kaspers**

Three Year Term ending 2019 - **Yvonne Sundby**

Vancouver Island District Council

Amber Leonard

Betty Lou Leslie

Maggie Clark

Victoria Labour Council

Sandra Bowes

Wanda Falle

Job Evaluation Committee – (3 year terms)

Clerical (Term ends 2018)– **Kelly Wyatt**

Custodial (Term ends 2018) - **Kristin Cox**

Educations Assistants (Term 2017) - **Maggie Clark**

Maintenance (Term ends 2019)– **Bruce Woodcock**

Transportation (Term ends 2017) - **Kerry Zado**

Sick & Visiting

Clerical - **Sherri Bourne**

Custodial – **Wanda Falle**

Education Assistants – **Liz Carolei**

Maintenance – **Brandon Olsen**

Transportation – **Bruce Comaniuk**

Professional Development

Clerical – **Sherri Bourne**

Custodial – **Doug Stewart**

Education Assistants – **Dana Savage/Makyta Simms**

Maintenance – **Troy Kaspers**

Transportation – **Phil Young**

District Health & Safety Committee

Clerical – **Cathy Peverelle**

Custodial – **Ian Leakey**

Education Assistants– **Sandra Bowes**

Maintenance – **Mark Robinson**

Transportation – **Al Kowalko**