

# CUPE 459 CONNECTION

## CONTACTS

### PRESIDENT

Amber Leonard  
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### 1<sup>st</sup> Vice President

Maggie Clark  
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### 2<sup>nd</sup> 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



## President's Message

Thank you to all that attended our February 27 General Meeting at Spencer Middle School. We had our first round of discussions regarding the Extended Health Provincial Benefits package proposal. We will have a another opportunity to discuss this again at the upcoming April 15th Pro D day union meeting at lunch. The third opportunity will be at our June 11<sup>th</sup> General Meeting before the vote. At our Pro D in April we will be out at EMCS for the day. Your Pro D Committee is compiling the many requests for workshops, thank-you to all those that submitted suggestions. Budget discussions are in full swing, the Executive is working on a presentation for the upcoming Board meeting.

We are very proud to have sent out our new Collective Agreements to you at your posted site. They have a bright orange cover. Please disregard any old collective agreements that you may have.

If you have any questions please contact your shop steward or any Executive member.

In Solidarity, Amber Leonard ~ CUPE 459 President

## CUPE 459 BURSARY

C.U.P.E. Local 459 is pleased to offer at least two annual bursaries of a minimum \$500.00.

To apply for these bursaries you must be planning to attend a recognized institution of advanced education or career training program. This would include apprenticeship programs.

Each bursary will be awarded for:

- tuition or fees and the purchase of books, tools, or supplies needed to pursue studies or training in an apprenticeship, trade, or career program
- tuition toward instruction at a recognized institution of advanced education or training.

In order to qualify for the scholarship, the applicant must: be a graduating student of Belmont Secondary School, Edward Milne Community School, Pacific Secondary School, Royal Bay Secondary, Westshore Learning Centre or a secondary school graduating student who is a dependent CUPE Local 459

The application should be **single sided and contain no staples**. Please deliver to Lisa Haug C.U.P.E. Local 459 Bursary Committee C/O School District #62 3143 Jacklin Road, Victoria, B.C. V9B 5R1 by **Friday, April 29, 2016**. Complete application is available on CUPE 459 website

<http://459.cupe.ca/files/2014/03/CUPE-459-Bursary-Application-2016.pdf>



## Monthly Biography

# Kim McCullough

Hi! My name is Kim and I have been CUPE 459er for the last 30 years (temporary and permanent time). I guess this all about getting more content for our newsletter. I asked if they wanted a particular slant – left, right or centre? No they just wanted a biography, (so I guess I can't go on a tirade about low district morale or district management mismanagement and their lack of communication, lack of empathy, lack of common sense, and not using the knowledge and skills of their employees effectively) so I won't bore you with that.

Born 1956 in Campbell River, (yes I am almost 60 but my brain level is only about 30) and I grew up in the Highlands on Munns Road. Grade One September 1962 at Millstream and on through Elizabeth Fisher and Belmont Grad '74. I spent a year in the BC civil service (I could have retired and with a deputy minister pension if I had stayed.... dumb kid), then on to U of Vic to get a degree.

I married my high school sweetheart and we moved to the district's outreaches – Port Renfrew – where Doreen had a teaching position. Me, I was laid off and so I took on a number of part time jobs. While in PR I was: volunteer EMT for BC Ambulance, substitute teacher, shakebolt cutter, Education Assistant (I helped high school students in a weekly program that saw them stay in PR to get caught up on their homework), mine labourer, but mostly I was a stay at home dad, fished, prospected for gold, and read a lot ( it rains a lot in PR). Our son's first years were in PR.

First house bought in '85 in Colwood as Doreen got a job at Saseenos and along came our daughter. In 1987 I was hired as a temporary custodian by the District. 1988 I became a permanent employee. Since then I have done "crusty work" in every school (except PR); I have been on the GYM Floors as a Lead hand and as a crew, and am currently a GM II. I built a house in Saanich and currently live above Crystal View overlooking Victoria and Juan de Fuca.

I have been a shop steward and served as a rep 3x's on the District Health and Safety committee and 3x's on the Pro-D Committee. I have had two disciplinary letters for speaking my mind and have pushed the "envelope" on different occasions trying to get management to do their job properly.

I have enjoyed my years in SD 62 and made many friends (I hope) and lost a few along the way (RIP Rich). I have met and enjoyed the company of many very smart and dedicated fellow union members, who have made this district a better place for all children to live, learn and play. Without the members of this union local going above and beyond and caring for the students who we are here for, this district would not be what it is. Now all we have to do is get some managers to work with us rather than against us.

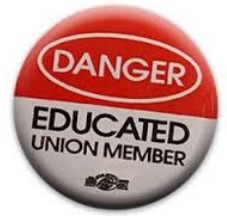
Meanwhile retirement cannot come fast enough. Then it's off to the golf course, prospecting and visiting our daughter in Bali, where she is teaching. Looking back I guess education has been one of my life threads. Last thoughts: Learn to listen, treat every event, encounter as a chance to learn something new and sometimes it's better to wait 3 Mississippi's before you respond.

In Solidarity

Kim McCullough



## ARTICLE AWARENESS



### 24.04 Special Leave With Pay

A) Regular employees shall be allowed leave of absence with pay and without loss of seniority and benefits for the following reasons

<b>Reason:</b>	<b>Leave of Absence:</b>
Employee's marriage	3 working days
Marriage of employee's parent, child, brother or sister	The day of the wedding
Adoption of employee's child	3 working days
Moving employee's household	Maximum of 1 working day (day of move) per calendar year
Serious household emergency	1 working day
Formal hearing to become a Canadian citizen	1 working day
Employee, employee's spouse and/or dependant's secondary or university, college or technical institute graduation	1 working day – day of graduation ceremony
Education examination in line with work	Time required for examination up to a maximum of 1 working day
Paternity	3 Working days

B) Paid Emergency Leave—It is recognized by both parties that on occasion matters of public emergency arise such as search and rescue, firefighting, etc.

An employee who has been called on to perform such services during working hours may be paid his/her regular salary PROVIDING that documentation, confirming the emergency service was performed by the employee, is presented to the Board upon return to work.



**ACORN Canada is working with SmartSaver to get parents signed up for a program to receive up to \$2000 for their children's post-secondary education.**

It's called the Canada Learning Bond. This is a Government of Canada contribution to a child's Registered Education Savings Plan, and the great thing about it is that parents open the account with \$0, and the federal government contributes up to \$2000.

***Up to 70% of eligible families aren't taking advantage of this free savings plan.***

**You are eligible** if your child was born in 2004 or later, and if you have ever been eligible for the National Child Benefit Supplement as part of the Canada Child Tax Benefit, known as the family allowance. Contact your local ACORN office (below) and staff will give you more info and help you fill out the application for the Canada Learning Bond. It takes less than 10 minutes to apply for free \$2000 for your kids' education! Feel free to forward this information to other families who may be eligible.

**Call (416) 461-8283 or a local office close to you TODAY!** BC ACORN Phone: (604) 522-8706 / Email: [bcacorn@acorncanada.org](mailto:bcacorn@acorncanada.org)

## Sick and Visiting Committee Guidelines

If you know of a member who is celebrating the birth of a child or a marriage or a member who has become ill or hospitalized please contact your departmental representative to let them know. For complete guidelines check your CUPE 459 Bylaws and Constitution.

**Clerical - *Rasheeda Haverty***

**Education Assistants - *Liz Carolei***

**Custodial - *Wanda Falle***

**Transportation - *Hugh Parsons***

**Maintenance—*Mark Robinson***



CAN YOU SPOT THE DANGERS....



**NEXT**

**GENERAL MEETING**

**APRIL 15 @ EMCS  
Lunch time**

### Upcoming Events and Dates

**April 8-10—Association of Vancouver Island  
Coastal Communities Conference  
Nanaimo—VICC**

**April 15—Pro D Day @ EMCS**

**April 22—Earth Day**

**April 28—National Day of Mourning**

**April 27-30—CUPE BC Convention Victoria**

**June 11 — General Meeting @ Royal Bay**



Want to get some exercise and enjoy some school district fitness spirit?  
**Join the “SDSixTwo” TC10K team!**

It's not about speed, it's not about competition ... it's about participation! Walk, run, jog ... it's up to you!  
Any questions about how to sign up, see Nicole Kowalko in the IT department.

<http://www.tc10k.ca/>

**GENERAL MEETING JUNE 11, 2016 @ ROYAL BAY**  
**IMPORTANT VOTE ON YOUR EXTENDED HEALTH BENEFITS**

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

EXTENDED HEALTH	Provincial Standardized Extended Health Plan	Current Plan
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>		
Vision Care		
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