

CUPE 459 CONNECTION

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PRESIDENTS MESSAGE

It was great to see so many of you at the Pro D day.

We have had a lot of good feedback from the day, many of you really enjoyed the key note speaker.

There were a few questions to how it related to their job.

Being professional is not just doing your job to the best of your ability but it is also about how you behave at work, your ability to work well with others, understanding safety practices, understanding how your job works into the "team" work of others and many other things.

To be totally "Professional" is the whole package. Many years ago we used to split the 2 days and have job related duties on 1 day and health and wellness on the other. Yes, health and wellness are part of the day because we need all things to make us good and healthy employees. You asked us to split both days so that members got a better choice of what they wanted to take.

Now we have the October day filled with items that the Board want us to take and the February day taken up with many choices that you want.

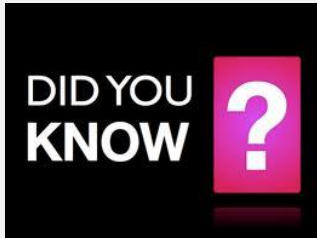
Did you know that the Board budget for our 2 days plus the 3rd day that you can ask for is only \$16000 per year. This works out to about \$33 per member. CUPE has the smallest of all the Pro D budgets in the district and I have to thank our committee for the 2 days that they offer with such a small amount of money.

In saying all of this they need your help.

If you have courses you would like offered, please ask for them, they are always looking for new ideas to make this the best day they can for you.

Thank you Michael and your team for all of the work you do.

Jan Peever ~ President CUPE 459
250 888 4332



COLLECTIVE AGREEMENT LANGUAGE...

14.08 ACCESS TO PERSONEL FILES states that “An employee shall have the right at any reasonable time to have access to and review his personnel file and shall have the right to respond in writing to any document contained herein. Such a reply shall become part of the employees’ record.”

16.05(b) UNION NOTIFICATION states that “Upon request unsuccessful applicants to a job posting shall be advised in writing as to the reasons why they were not awarded the position.”

BARGAINING UPDATE

Thank you to all who took the time to fill out the on line survey and to those of you who filled out and handed in the local issues.

I am sure it is no surprise that the main concerns are job security and wages, and retaining the sick leave and sick leave buy out. There were a few suggestions and they will be taken to the bargaining meeting. It is not too late to have your say locally so if you meant to hand something in and did not please contact your rep on bargaining or send it to me at petpeeve@shaw.ca.

There was a couple of things asked for that we already have in our CA

We do have the drug card and that should be brought in this March so that you no longer have to wait to get your money back from prescription drugs.

Several of you asked for wet weather clothing

Please read clause 33.01 of the CA we have had it for many years.

We are in the process of going to arbitration over the maintenance of our Job Evaluation program now and we will keep you informed as it unfolds

Jan

UNION MEETING FEEDBACK

It was encouraging to see so many of you at the lunch time union meeting on Pro D day

Other than the question about the Secretary Treasurer being home with a sick child there was concern about the H&S audit that was to take place last week

Cameron did meet with the auditor and brought forward the question about members being given questions and answers and prepped to take part in the audit. It would seem that this is normal practice.

This brings home to me what we talked about at the meeting. It is up to each one of us to be concerned about our safety. YOU need to know where the minutes from the meetings are. YOU need to report safety concerns to your committee at your site. YOU need to become informed about safety practices.

If YOU need help with this contact the H&S member on you site or contact me and I will send you to the right person.

Safety is OUR responsibility

Jan





CUPE CONTACTS
~ 2014 ~

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INTERNATIONAL WOMENS DAY

**International Women's Day
2014 Theme: *INSPIRING
CHANGE***

Women's equality has made positive gains but the world is still unequal. International Women's Day celebrates the social, political and economic achievements of women while focusing world attention on areas requiring further action.

Inspiring Change is the 2014 theme and it encourages advocacy for women's advancement everywhere in every way. It calls for challenging the status quo for women's equality and vigilance inspiring positive change.

Each year International Women's Day (IWD) is celebrated on March 8. The first International Women's Day was held in 1911. Thousands of events occur to mark the economic, political and social achievements of women. Organisations, governments, charities, educational institutions, women's groups, corporations and the media celebrate the day.



Bread and Roses Poem

As we come marching, marching in the beauty of the day,

A million darkened kitchens, a thousand mill lofts gray,

Are touched with all the radiance that a sudden sun discloses,

For the people hear us singing: "Bread and roses! Bread and roses!"

As we come marching, marching, we battle too for men,

For they are women's children, and we mother them again.

Our lives shall not be sweated from birth until life closes;

Hearts starve as well as bodies; give us bread, but give us roses!

As we come marching, marching, unnumbered women dead

Go crying through our singing their ancient cry for bread.

Small art and love and beauty their drudging spirits knew.

Yes, it is bread we fight for -- but we fight for roses, too!

As we come marching, marching, we bring the greater days.

The rising of the women means the rising of the race.

No more the drudge and idler -- ten that toil where one reposes,

But a sharing of life's glories: Bread and roses! Bread and roses!

UNITE FOR FAIRNESS: STRENGTHENING OUR UNION AND OUR MOVEMENT

These are difficult times for union members in Canada. Over the past several decades, labour leaders and activists in our country have quite rightly pointed to wave after wave of anti-union sentiment and laws in the United States, as things like so-called “right to work” states emerged and resulted in a serious decline in union density. But we’re now having to look closer to home—in Ottawa and in Victoria—to guard against right-wing governments bent on making it harder for working people to join together in unions. And it’s not just governments that are bent on eliminating the progress working people have made in this country. Groups like the so-called Canadian Taxpayers Federation and the Canadian Federation of Independent Businesses are constantly feeding a stream of negative rhetoric and propaganda through the media. They attack the public sector in general, and public sector workers in particular. The leadership of these groups won’t be happy until rich folks and big corporations pay no taxes at all, while the rest of us make do with low wages,

reduced benefits and no job security. Well we’re not going to sit on the sidelines and quietly watch right wing governments and conservative think tanks take shot after shot at our members. CUPE National has created a program that you’re all going to hear a lot more about in the coming weeks, months and years: Unite for Fairness. That program, which CUPE BC strongly supports, is intended to strengthen our union, re-connect with members and demonstrate to those who oppose us that we’re not going anywhere. In addition, we’re working closely with the Canadian Labour Congress to develop an external communications campaign to demonstrate to Canadians from coast to coast to coast how important unions are. Not just for union members—though that’s obviously our first priority—but to all working people, unionized or not. And here in BC we’re working hard with the BC Federation of Labour and other affiliated unions to develop a comprehensive approach to fighting back against these attacks from the right wing. The old adage that together we’re stronger has never been truer than now. As we head into the second half of

CUPE BC’s first century, we can be proud of the many great things our movement has made possible for our members—and for all British Columbians and Canadians. But we should never rest on our laurels, nor should we ever accept that what we have now is “good enough.” In a province with virtually unlimited potential, it’s a crime that children continue to live in poverty. It’s a crime that people have to work two, three or even more jobs just to make ends meet. And it’s a crime that working people pay an ever greater share while the rich and big corporations continue to enjoy tax cuts. Together we can hold on to the gains we’ve made over the past 50 years, and truly unite for fairness, then we can build on them so our children—and their children—can have better lives, and leave this place even better than we found it.

Mark Hancock is President of CUPE BC -



Upcoming Events

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, 201

CUPE 459 General Meeting - 9 am BELMONT

May 3rd, 2014