

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

Trevor Haggard
250-886-1802



2018 CUPE 459 Executive/Shop Stewards

On behalf of the executive I would like to extend an opportunity to you to be part of a local 459 contest as motioned by the general membership at last Saturdays meeting.

The contest will be a CUPE Board Revitalization Contest. We want to see your site CUPE Board to be jazzed up with CUPE related information (Seniority lists, postings, contact information, Calendars, buttons, pins and posters). The grand prize is \$100 dollars to the person(s) who decorate and enter the contest. Stay tuned for more information.

I attended a workshop on member engagement, member action and out of that a dialogue came forward an idea on how to combat Violence in the Workplace and how to mobilize people to stand up to violence and create a supportive process for those affected by violence in the Workplace. If you would like to know more or be part of the conversation, please contact your shop steward.

There is a new notification system in place from the employer that will now send you an email informing you of that you may be the successful candidate or a bump notice or an assignment of a posting. Please keep this email as it will be your only formal notification. You will no longer receive a letter in the courier.

Your Pro D Committee is hard at work planning the next CUPE directed day. Please contact your department representative if you have any suggestions to bring forward.

Also, if you feel that the core duties of your job has changed please ask for a reconsideration through the Job Evaluation plan. Each department has a representative that sits on the joint committee. To contact those people please check your CUPE board.

Keep up the good work out there! Your work is invaluable and without you it wouldn't be possible.

In Solidarity,

Amber Leonard

General Meeting Dates for 2018

March 10th, 2018

April 14th, 2018

May 4th, 2018 (Pro-D @ noon)

June 16th, 2018

September 22nd, 2018

October 27th, 2018

November 23rd, 2018 (Pro-D @ noon)

December 15th, 2018 (AGM)



DECEMBER 2017 TRUSTEE REPORT

Recommendations carried forward from 2015 report:

1. 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.

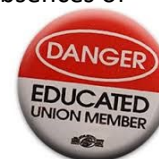
Recommendations from the 2016 Audit:

1. Make the expense policy available to all members.
2. All digital or scanned reports to be kept in two locations..
3. The treasurer to keep copies of all minutes for reference during the annual audit.
4. Travel and Accommodations for Union business to be sourced out for the most economical solutions.
5. It is suggested a committee to be struck (including one trustee, the treasurer and president)to review and update the expense policy.
6. The president and chief shop steward should have a CUPE459 cell phone. This phone to be turned in at the end of terms as officers of CUPE 459, as it is a position specific phone.

ARTICLE AWARENESS

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/her 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.



Important dates to remember in February and March:

Every February, Canadians are invited to participate in Black History Month festivities and events that honour the legacy of Black Canadians, past and present.

On February 15th, National Flag of Canada Day falls during the Olympic Winter Games. Canadians are invited to take this opportunity to honour their flag and cheer on their Olympic and Paralympic Team Canada athletes.

March 8 is International Women's Day — a day to recognize women's achievements and acknowledge the challenges they continue to face in the quest for gender equality.



Job Evaluation

If you feel that the core duties of your job has changed please ask for a reconsideration through the Job Evaluation plan. Each department has a representative that sits on the joint committee. To contact those people.

Clerical- Kelly Wyatt

Custodial- Paul Steele

Education Assistants– Betty Lou Leslie

Maintenance– Tim Hamblin

Transportation– Wayne Clifton

Article 27: New or Changed Job Categories

27.01 Job Evaluation Manual

The job evaluation system as contained in the manual shall be the manner in which changes in job categories or new jobs shall be evaluated. Copies of the manual shall be filed at the following locations for use by employees:

- Human Resources Dept. Belmont, Ed Milne, and Royal Bay Secondary
- Maintenance Shop The Scholl District 62 website
- Spencer, Dunsmuir, Journey, and John Stubbs



OH&S

29.04 District Health and Safety Committee

A District Health and Safety Committee shall be established and composed of not less than five representatives appointed by the board and five representatives appointed by the Union.

The Health and Safety Committee holds meeting every 2nd Wednesday of the month. Your representatives are:

Clerical– Cathy Peverelle

Maintenance - Wayne Olsten

Custodial - Paul Steele

Transportation - Alex Kunert



Pro D Committee Update

Thank you for all your hard work Doug Stewart, your contribution is appreciated. We welcome two new members, Cliff Beggs and Bill Brown to the existing committee of Amber Leonard, Dana Savage, Makyta Simms, Phil Young and Sherri Bourne.

Next CUPE PRO D will be on Friday, May 4th held at John Stubbs, with many activities at Royal Roads University. On line registration - watch for emails forthcoming.

If you are feeling uninspired or **unenergetic**, the last thing you likely want to do is exercise, but physical activity can help boost your mood and release stress. This is an excellent opportunity to try something new and make it part of your lifestyle. Course ideas? Email your suggestions to prod@sd62.bc.ca

- Academy of Golf – classroom and on course techniques
- Ambit Gender Diversity Consulting
- Approaching Retirement
- Badminton
- Basketball
- Chemical cleaning
- Gym orientation – learn how to use the equipment safely
- Hands off Policy
- Healthy Eating
- Hike
- I Buckets
- Intro to Chromebooks and Google Apps
- Intro to iPad apps for students with special needs (e.g., Bitsboard, Book Creator)
- Intro to Read & Write (for non-readers/delayed readers) and how to access e-books
- IPhones 101
- L4U
- Microsoft Outlook
- Pickle Ball
- RRSP and RIF
- Social Thinking
- Spin Class
- Stretch Therapy
- Touch Chat – Deb Woodland
- VIHA overview diabetes, glucagon, anaphylaxis and Epi-Pen
- Walking group trails at RR
- What's in your Collective Agreement
- Window Painting
- Word Press
- Yoga





United Way



211 – 2-1-1

211 is a confidential, multilingual telephone and texting service available in Metro Vancouver, Fraser Valley, Squamish-Lillooet and Sunshine Coast Regional Districts. On September 18, 2017, the 211 service expanded to Vancouver Island and the Gulf Islands. 211 provides free information and referral to a full range of community, social, and government services, and operates twenty-four hours a day, seven days a week.

Who We Are

bc211 is a Vancouver-based nonprofit organization that specializes in providing information and referral regarding community, government and social services in BC. Our help line services include 211, the Alcohol and Drug Information and Referral Service (ADIRS), the Problem Gambling Help Line, VictimLink BC, and the Youth Against Violence Line.

Our Vision

Strengthening communities by connecting people with the help they need

Our Mission

Providing access to community, government and social services

Our Values

SERVICE: We work as a community to serve community

INTEGRITY: We serve clients with respect

INNOVATION: We seek solutions for tomorrow

In support of these statements, bc211 is committed to:

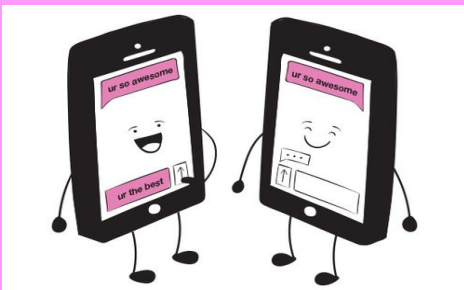
- Operating information and referral services in Greater Vancouver and British Columbia by providing information on, and referring persons to government, private or community services and resources.
- Providing special services relating to information and referral for the public or for particular parties, whether or not with charge, or on a contract basis or for a fee.
- Assisting and co-operating in the provision and development of information and referral and community communications Services in British Columbia.
- Carrying out public education and encouraging group and individual self-development in the matter of developing access to information.
- Supporting just access to information on government, private or community services.

Wednesday
February 27, 2018
is Pink Shirt Day
Participate!

2018 Focus: CYBERBULLYING

In today's digital world, it can be impossible to escape online bullying, whether it takes the shape of harassment, spreading rumors, sharing embarrassing information or threats. This year, Pink Shirt Day is encouraging others to combat cyberbullying by thinking twice before posting something negative, and instead using the internet to spread kindness-because we know that Nice Needs No Filter.

Contact your shop steward if you would like to purchase a pink shirt.



C.U.P.E. 459 LIST OF EXECUTIVE OFFICERS – 2018

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 – **Trevor Haggard**

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

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 - **Cindy Latimer**

Custodial – **Rebecca Birtwistle**

Education Assistants – **TBD**

Maintenance – **Russ Bartram**

Transportation – **Bruce Comaniuk**

Professional Development

Clerical – **Sherri Bourne**

Custodial – **Bill Brown**

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

Maintenance – **Cliff Beggs**

Transportation – **Phil Young**

District Health & Safety Committee

Clerical – **Cathy Peverelle**

Custodial – **Paul Steele**

Education Assistants— **Sandra Bowes**

Maintenance – **Wayne Olsten**

Transportation – **Alex Kunert**



International Women's Day 8 March

Introduction

International Women's Day is celebrated in many countries around the world. It is a day when women are recognized for their achievements without regard to divisions, whether national, ethnic, linguistic, cultural, economic or political. International Women's Day first emerged from the activities of labour movements at the turn of the twentieth century in North America and across Europe.

Since those early years, International Women's Day has assumed a new global dimension for women in developed and developing countries alike. The growing international women's movement, which has been strengthened by four global United Nations women's conferences, has helped make the commemoration a rallying point to build support for women's rights and participation in the political and economic arenas.

The UN and Gender Equality

The Charter of the United Nations, signed in 1945, was the first international agreement to affirm the principle of equality between women and men. Since then, the UN has helped create a historic legacy of internationally-agreed strategies, standards, programmes and goals to advance the status of women worldwide.

Over the years, the UN and its technical agencies have promoted the participation of women as equal partners with men in achieving sustainable development, peace, security, and full respect for human rights. The empowerment of women continues to be a central feature of the UN's efforts to address social, economic and political challenges across the globe.