

# CUPE 459 CONNECTION

## CONTACTS

**PRESIDENT**

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250-516-3371

**1<sup>st</sup> Vice President**

Maggie Clark  
250-888-4335

**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

## EXECUTIVE MESSAGE

Wow we have finally made it. The executive would like to take this time to thank you for your dedication and commitment to your work and those that you work with. This summer will be crazy busy with classroom renovations and additional portables being added to certain locations as well as the regular work that normally goes on in our district over the summer. As summer slowly creeps upon us please take the time to refuel and recharge so you come back in September rejuvenated. At our general meeting on June 3<sup>rd</sup> an ad hoc Office Committee was struck and they will be meeting to discuss all the options open to the local for new office space as our current space at Metchosin will no longer be available if the school is sold. There will be a general meeting in September and then again at our Pro D on October 20<sup>th</sup> at EMCS. There are many events happening over the summer. Pride Parade (July 9 in Victoria), Michael Dunahee Tournament of Hope (Aug 12&13 at Topaz) and Labour Day festivities will be happening downtown Victoria as well. Please contact one of the exec or shop stewards for more information. Enjoy your summer!



In Solidarity, CUPE 459 Executive



### CUPE LTD SUMMARY—Article 28.06

(Author—D. Irmscher, Director of Finance)

“It was discovered that the district was charging employees 100% of the “Other LTD premium” and employees were refunded the premiums deducted in March 2014. Premiums have been paid by the district but employees have not had their contributions deducted from their pay since 2014

**Premiums costs of 20 pay periods (Triple deduction for summer months processed in June) for the arrears and regular premium are 2.77 per pay.**

A complete summary from the employer is attached to this email. Please take the time to read it, any questions or concerns can be directed to Amber Leonard, President CUPE 459.

## RETIREMENT AND LONG SERVICE SOCIAL

ROYAL BAY SCONDAY THURSDAY JUNE 8, 2017

### Long Service Employees

**10 Years**—Nikki Arseneault, Michelle Glanfield, Sandra Haldenby, Heather Hines, Barb Yates

**20 Year**—Mark Andrews, Nancy Bettridge, Pamela Boyte, Marilyn Jane, Bonnie Short, Terry Sigurdson, Alena Stroh

**30 year**—Bill Greenhough

### Retirees

Dolly Argyle, Albert Beekman, Debra Bodman, Cindy Campbell, Gail Chartrand, Mel Chartrand, Lissa Gale, Kent Harris, Sharon Kostiuk, Roy Morris, Bev Oberg, Dale Rolsten, Evelyn Selzler, Inga Stromkins, Norreen White and Christine Wichmann

Congratulations on reaching these milestones in your career!



### SCHOOL PLANNING DAY

Participation in a school based planning day during the summer is voluntary. Education Assistants that participate will be paid 4 hours on September 18.



### NEW OFFICE SPACE NEEDED

Pending the sale of Metchosin School property and the potential loss of our current office space the Executive has recommended a special Ad Hoc Committee be struck to explore the options available to our Local to find suitable space to conduct business and store records in a secure manner.

**At our June 3<sup>rd</sup> General Meeting a motion was carried to, strike an Ad Hoc committee of 7 members, 4 executive and 3 general members, to explore the options for a space for our Local to conduct business.**

Committee Members: Susan Preece, Dana Savage, Sherri Bourne, Wayne Clifton, Kerry Zado, Mark Robinson and Noelle Wass

The committee will have it's first meeting on June 20th, if you have ideas or suggestions please contact one of the Committee members or President Amber Leonard.



## **TEN MONTH EMPLOYEES RECORD OF EMPLOYMENT QUERIES**

The ROE info sent out states - *If you are a CUPE employee who will be paid vacation days into July and August, your ROE will not be issued until the pay period in which your vacation is exhausted. Your last day 'worked' reported on your ROE must be your last day of paid vacation. Please verify online at Service Canada once your ROE has been submitted. Several employees have been asking for clarification on how to calculate the last day worked, here is the suggested formula from payroll.*



Staff should be looking at their vacation accrual balance on their pay statement. By dividing the dollar amount by their hourly rate of pay, it should provide them with the number of hours that will be paid as vacation. This will provide them with an estimate of the hours that will be paid and their last day of paid vacation.

Example:

\$ 661.74 Balance of vacation as at June 16 divided by \$24.62 hourly rate = 26.88 Vacation Hours

If this employee's last day worked is June 16<sup>th</sup>, they will be paid to June 22<sup>th</sup> until the 26.88 hours are paid. The ROE will be issued after the June 30 payroll has been processed. Employees do not need to wait until their ROE is issued to apply but they will need the last day for which paid to complete their application online.

Staff need to report their last day paid not their last day of work on their Record of Employment (ROE) application. If they report their last day worked and not the last day paid it causes issues with their claim.

Unfortunately, payroll cannot estimate the last day of paid vacation for all under 12 month employees. If we were able to pay vacation as a lump sum, it would be insurable for earnings but not for hours (and be pensionable) and employees would be able to report their last day worked on their application. The lump sum vacation payment would only be an issue for a few employees who may not have the required insurable hours to apply for EI benefits. This would also result in their ROE being issued sooner.



### **ARTICLE 17: LAYOFFS AND RECALLS FOR REGULAR EMPLOYEES**

#### **17.01 Definition of Layoff**

A layoff shall be defined as a reduction in the work force or in the regular hours of work as defined in this Agreement.

#### **17.02 Role of Seniority in Layoffs**

Both parties recognize that job security shall increase in proportion to length of service.

Therefore, in the event of a layoff, regular employees shall be laid off in the reverse order of their bargaining-unit-wide seniority. A layoff list shall be maintained for a period of eighteen (18) months and a copy of same shall be given to the Secretary of the Union.

#### **17.03 Bumping Procedure**

A) An employee about to be laid off may bump any employee with less seniority PROVIDING the employee exercising the right is able to satisfy the requirements of the job description and specifications of the less senior employee. When an employee exercises his bumping rights upon assuming the new position that employee shall be paid at the current rate of pay for that position with reasonable orientation time allowed. Bumping shall be done in consultation with the Union.

B) When a position has been eliminated, an employee may bump an employee in a higher pay grade position providing he/she has previously held a permanent appointment in that classification and he/she is qualified.

A qualified employee may bump an employee in the same or lower classification where there is a greater number of hours if no position is available in the same classification with the same hours.

C) In order to minimize disruption of the student's educational needs, Education Assistants who are laid off and who bump into another position may be requested to defer placement in the bumped position to a future date, no later than the following September. Such deferment shall be conditional upon the employee's agreement to a temporary interim assignment. Agreement shall not be withheld unreasonably.

For the duration of the interim assignment, such employee would continue to receive all wages, rights and benefits of the laid off posi-

# CUPE 459 CONNECTION

CONGRATULATIONS TO SCHOOL DISTRICT # 62 GRADUATES

WE WISH YOU SUCCESS IN YOUR FUTURE ENDEAVOURS

## CUPE 459 2017 BURSARY RECIPIENTS

**Tanya Fogarty**, Edward Milne Community School

**Tyson Friesen**, Edward Milne Community School

**Matthew Miller**, Edward Milne Community School

**Matthew Thomson**, Royal Bay Secondary School

**Lajah Warren**, Edward Milne Community School



These bursaries are made available because of you! Thank you to all the CUPE 459 members who generously support our bursary through a \$5.00 payroll deduction every March.

## CUPE AUBREY BURTON/REG FORD MEMORIAL SCHOLARSHIP

CUPE BC continues to offer the Aubrey Burton/Reg Ford Memorial Scholarship to CUPE members, their spouses or their children at a level of four scholarships of \$500.00 each.

Available to students entering first year of higher education after completing Grade Twelve.

**DEADLINE: August 15, 2017**

**Aubrey Burton:** Aubrey Burton was a CUPE Representative in the Kootenays during the 1960s. Before CUPE was formed, many locals hired Business Reps from within their ranks to represent them, and that was the case with Aubrey. He was a Trail Civic Worker but also got paid to do work for other Locals in the Kootenays. When CUPE was officially formed, he became a Staff Representative.

Along with fellow Staff Representative Peter Drieger, Aubrey serviced CUPE Locals throughout B.C. outside of the Lower Mainland and Vancouver Island. Together, Drieger and Burton were credited with organizing many small communities into CUPE and negotiating first agreements that contained no contracting-out language. Aubrey was killed in a car accident on the Upper Levels highway. He was working for CUPE at the time of his death.

**Reg Ford:** Reg Ford was President of CUPE 402 for several years in the late 1970s and early 80s. Also a Vice-President of CUPE BC, he was well known as a health and safety activist. Tragically, he was killed in an accident at his home while trimming a tree in his yard. Reg was very active in the labour movement at the time of his passing.

**Complete application is attached to this email or contact Lisa Haug for a copy.**



**Scholarship**



**SOOKE 62**  
SCHOOLS  
Shaping Tomorrow Today

SCHOOL DISTRICT NO. 62 (SOOKE)  
3143 JACKLIN ROAD,  
VICTORIA, BRITISH COLUMBIA • V9B 5R1  
TELEPHONE: 250-474-9800 FAX: 474-9825  
WEBSITE: WWW.SD62.BC.CA

June 15, 2017

To all Staff:

National Aboriginal Day is celebrated every June 21<sup>st</sup>. It is a time for all Canadians to recognize the diverse heritage and outstanding contributions of First Nations, Métis and Inuit cultures.

June 21 was chosen for National Aboriginal Day because it is the day of the summer solstice which is the longest day of the year. For generations, many Aboriginal peoples have celebrated their culture and heritage on or near this day.

This year, in honour of the day, we would like to acknowledge the unceded traditional territories of the Coast Salish and Nuu-chah-nulth territories, specifically Esquimalt Nation and Songhees Nation, and acknowledge the three nations SD62 works with directly in our schools: Scia'new Nation, Coast Salish, and T'Sou-ke Nation, Coast Salish; including the West Coast Pacheedaht Nation, Nuu-chah-nulth.

We recognize the First Nations who live here and thank them for sharing this beautiful land.

Thank you	English
Hych'ka	Coast Salish
Kleco Kleco	Nuu-chah-nulth
Gilakas'la	Kwakwaka'wakw
Marsee	Métis

*Bob Phillips*

Board of Education  
School District #62  
(Sooke)

*Amber Leonard*  
CUPE Local 459

*[Signature]*  
*[Signature]*  
Sooke Principals' &  
Vice-Principals' Association

*[Signature]*  
Sooke Teachers'  
Association

*[Signature]*  
Sooke Parents'  
Education Advisory Council