

CUPE 459 CONNECTION

CONTACTS

PRESIDENT

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Maggie Clark
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2nd Vice President

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Secretary Treasurer

Kerry Zado
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Chief Shop Steward & Custodial Shop Steward

Wanda Falle
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Cathy Peverelle
778-977-1352

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Lou Leslie
250-361-6311

Maintenance Shop Steward

Mark Robinson
250-360-6979

Transportation Shop Steward

Wayne Clifton
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EXECUTIVE MESSAGE

On behalf of the Executive, we submit this report to you our General Members.

Your Executive has been hard at work representing you at Gradual Return to Work meetings (GRTW) Grievance meetings, Investigations, Job Evaluation, Health & Safety, Performance Reviews and planning your Professional Development days. It has been a busy few weeks since we last met at our Pro D general meeting on October 20th.

We will be having **our Annual General Meeting at Royal Bay on December 9th at 9am.**

This is where you, the general membership can put your name forward for any of the positions up for election or come to support those who commit to working hard for you in 2018. This year we will be electing our Bargaining Committee for the next round of negotiations. This vote is done at the AGM within your Department caucus, similar to how you elect your Committee's representatives. CUPE National approved our bylaws as of April 12th, 2017, which means that each department will elect a Shop Steward in their caucus and a Chief Shop Steward will be elected from the floor. We will also have our annual draws for prizes, gift cards as well as the "Famous" snowball draw.

On November 24th CUPE 459 Executive participated in a Labour Relations session to familiarize Managers and PVP with the Collective Agreement and our processes. This is where we rolled out the new grievance procedure, which will allow Managers and CUPE Shop Stewards to settle Grievances at Step One.

As we reported out last meeting CUPE 459 has had to relocate our office. We now reside at Ruth King. The Office Committee has submitted recommendations to the Executive for discussion and debate in the New Year. This is a much smaller space and we have been able to make it work. We are thankful to be able to operate out of one of our District spaces.

In Solidarity,

Your CUPE 459 Executive



In commemoration of the 14 women killed
in Montreal, December 6, 1989

December 6 is the National Day of
Remembrance and Action on Violence against Women

POSITIONS UP FOR ELECTION 2018

December 9, Royal Bay 9:00 am

President – (1 year term)

1st Vice President – (1 year term)

2nd Vice President – (1 year term)

Corresponding Secretary – (1 year term)

Treasurer – (1 year term)

Recording Secretary – (1 year term)

Chief Shop Steward – (1 year term)

Diversity position – (1 year term)

Shop Stewards

Clerical – (1 year term)

Education Assistants – (1 year term)

Custodial – (1 year term)

Transportation – (1 year term)

Maintenance – (1 year term)

Trustee – 3 year term

(1) Three Year Term (ends 2017) - Rosa Willner

(2) Three Year Term (ends 2018) – Troy Kaspers

(3) Three Year Term (ends 2019) – Yvonne Sundby

Job Evaluation Committee – (3 year terms)

Transportation - Kerry Zado (Term ends 2017)

EA –Maggie Clark (Term ends (2017)

Clerical—Kelly Wyatt (Term ends 2018)

Custodial - Krisitn Cox (Term ends 2018)

Maintenance— Bruce Woodcock (Term ends 2019)

Sick & Visiting

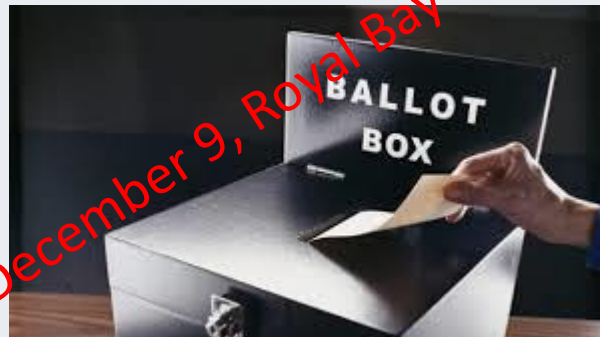
Clerical – (1 year term)

Education Assistants – (1 year term)

Custodial – (1 year term)

Transportation – (1 year term)

Maintenance – (1 year term)



***Please contact your departmental shop steward to put your name forward for any vacant positions.**

Pro D (In-Service)

Clerical – (1 year term)

Education Assistants – (1 year term)

Custodial – (1 year term)

Transportation – (1 year term)

Maintenance – (1 year term)

District Health & Safety Committee

Clerical – (1 year term)

Education Assistants (1 year term)

Custodial – (1 year term)

Transportation – (1 year term)

Maintenance – (1 year term)

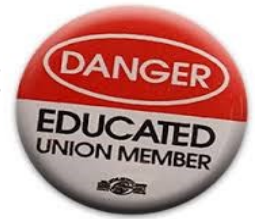
VIDC (4 positions) – (1 year term)

VLC (3 positions) – (1 year term)

Sgt. @ Arms – (1 year term)



CONTRACTUAL AGREEMENT BETWEEN SCHOOL DISTRICT # 62 BOARD & CUPE



Article 10: Representation and time off for union business and public duties

10.02 Union Bargaining Committee

The union Bargaining Committee shall be elected by the membership. Members of the Union Bargaining Committee shall be permitted leave of absence from work to attend negotiating sessions subject to the operational requirements and up to six (6) employees shall suffer no loss of pay. See Article 10.08, Section (a) of this Agreement.

10.03 Function of Bargaining Committee

All matters pertaining to rates of pay, hours of work, collective bargaining and other working conditions covered by the Collective Agreement shall be referred by the Union Bargaining committee to the Board for discussion and settlement.

10.08 Leave for Union Business

Bargaining Committee

Time off with pay and benefits shall be granted to not more than six (6) elected representatives of the Union when it is necessary to negotiate an agreement with the Board during working hours. Employees whose normal shift does not coincide with the hours of the meeting shall not be expected to work their normal shift in addition to the hours of meeting, PROVIDED that the hours of the meeting exceed six (6) hours on each occasion. Article 19: OVERTIME shall apply to the hours in this Article

CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 459 BYLAWS (APPROVED APRIL 12, 2017)

Section (f) – Negotiating Committee

Any Negotiation Committee Member who steps down shall be bound by confidentiality and shall immediately turn over all notes and files to the Chairperson of the Negotiation Committee.

Consist of one (1) Member from each department, elected in-house at the December election meeting prior to the termination of the existing Collective Agreement and will serve until replaced by the newly elected committee.

The function of the Committee shall be to prepare collective bargaining proposals and present to the membership for approval or rejection and to negotiate Collective Agreements.

The CUPE Representative is a non-voting Member of this Committee

All matters concerning the negotiating and application of the agreement between management and the Local shall be subject to the ratification by the members in meeting assembled. This meeting shall be presided over by the President of the Union or by the Chairperson of the Negotiating Committee. Members shall be notified at least two (2) working days in advance of the vote to ratify of the details of the changes in the contract.

Only those members present at the time of voting may cast a ballot.

Additional Sergeant at Arms may be appointed by the Executive Board for this meeting only to assist in maintaining security.



December 6 is the National Day of Remembrance and Action on Violence against Women in Canada.

Established in 1991 by the Parliament of Canada, this day marks the anniversary of the murders in 1989 of 14 young women at l'École Polytechnique de Montréal. They died because they were women.

Canadian flags on all federal buildings – including the [Peace Tower](#) on [Parliament Hill](#) in [Ottawa, Ontario](#) – are flown at [half-mast](#) on December 6. Canadians are encouraged to observe a minute of silence on December 6 and to wear a [white ribbon](#) (or a [purple ribbon](#)) as a commitment to end violence against women.

The victims of the 1989 massacre were Geneviève Bergeron, 21; Hélène Colgan, 23; Nathalie Croteau, 23; Barbara Daigneault, 22; Anne-Marie Edward, 21; Maud Haviernick, 29; Barbara Klueznick, 31; Maryse Laganière, 25; Maryse Leclair, 23; Anne-Marie Lemay, 22; Sonia Pelletier, 23; Michèle Richard, 21; Anne St-Arneault, 23; and Annie Turcotte, 21.

As well as commemorating the 14 young women whose lives ended in an act of gender-based violence that shocked the nation, December 6 represents an opportunity for Canadians to reflect on the phenomenon of violence against women in our society. It is also an opportunity to consider the women and girls for whom violence is a daily reality, and to remember those who have died as a result of gender-based violence. And finally, it is a day on which communities can consider concrete actions to eliminate all forms of violence against women and girls.

November and December are important months for raising awareness of gender-based violence in Canada and around the world. In addition to the National Day of Remembrance and Action on Violence Against Women on December 6, the International Day for the Elimination of Violence Against Women takes place on November 25 and marks the first day of the 16 Days of Activism Against Gender-Based Violence, which ends on December 10, with International Human Rights Day.