

CUPE 459 CONNECTION

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EXECUTIVE MESSAGE

On behalf of the CUPE 459 executive, I would like to take this opportunity to thank all of those hardworking members who helped facilitate the addition of all the new learning spaces for students and staff. Whether you are in the Trades, Custodial or labouring your efforts did not go unnoticed and we are very proud of the work you accomplished in this busy time of the year.

Welcome back to everyone from a much needed break. Your enthusiasm to support the children is exciting and we look forward to an amazing new school year. To those brand new CUPE 459 members, WELCOME, we look forward to meeting you and feel free to seek us out for support and guidance.

The school calendar has been released, please pay attention to the Professional Development dates and consider submitting any ideas to your department representative.

There will be a union meeting on September 30th at Royal Bay at 9am. We look forward to seeing as many CUPE members there so we can discuss the upcoming year and help with any issues.

Yours in Solidarity,
Amber Leonard
President CUPE 459

GENERAL MEETING ROYAL BAY

***September 30 2017**

9:00am

**Contact Maggie Clark if you are
in need of childcare.**

General Meeting Dates for 2017

***September 30 2017**

PRO D Meeting October 20

December 9, 2017 AGM



30TH
**MINERS
MEMORIAL**
honouring workers yesterday and today



VICTORIA LABOUR COUNCIL
Labour Day Picnic
Everyone Welcome



HAPPY PRIDE!
in solidarity
victorialabour.ca





ORANGE SHIRT DAY

September 30th

Why Orange Shirts?

Orange Shirt Day is a legacy of the St. Joseph Mission (SJM) residential school commemoration event held in Williams Lake, BC, Canada, in the spring of 2013. It grew out of Phyllis' story of having her shiny new orange shirt taken away on her first day of school at the Mission, and it has become an opportunity to keep the discussion on all aspects of residential schools happening annually.

The date was chosen because it is the time of year in which children were taken from their homes to residential schools, and because it is an opportunity to set the stage for anti-racism and anti-bullying policies for the coming school year. It also gives teachers time to plan events that will include children, as we want to ensure that we are passing the story and learning on to the next generations.

Orange Shirt Day is also an opportunity for First Nations, local governments, schools and communities to come together in the spirit of reconciliation and hope for generations of children to come.

<http://www.angeshirtday.org/>

Michael Dunahee Tournament of Hope

CUPE 459 participated in it's 7th year at the Tournament of Hope - Child Find BC fundraiser. This year, 28 labour sponsored teams came out to support the Dunahee family and Child Find BC. Team 459 won all 3 games in the round robin, placing un in 3rd place for the play offs. The first game we won was against the French Toast Mafia, then we went on to beat Maude Hunters clinching a spot in the finals. The last few years we have made it to the finals only to find ourselves up against the team, "Those Guys "(BCGEU 1201) and this year was no different! A great game was played by all but at the end of the 7 innings we came up short 3 runs.

Thank you to everyone who played and our fans that came out to cheer us on. We won shirts and money for our efforts. The money won was directly donated back to the Tournament organizers for CHILD FIND BC.

All in all a fantastic weekend for everyone.



ARTICLE AWARENESS

19.02 Overtime Rates

Overtime rates shall apply as follows:

a) On a regular work day: Time and one-half for the first three (3) hours and double time thereafter in any one day or shift. If overtime exceeds beyond two and one half (2Yz) hours, the employee concerned shall be entitled to a one-half (1 /2) hour meal interval on Board time and shall receive a meal allowance in the amount of ten dollars (\$1 0.00).

b) On a statutory holiday an employee receives double time plus one (1) day of rest with pay in lieu of the statutory holiday. If over time exceeds beyond two and one half (2Yz) hours, the employee concerned shall be entitled to a one-half (1/2) hour meal interval on Board time and shall receive a meal allowance in the amount of ten dollars (\$10.00).

c) Employees day of rest- double time.



19.03 Overtime for Part-time Employees

Part-time employees working less that eight (8) hours per day and who are required to work longer than the regular working day shall be paid at the rate of straight time for the hours so worked up to and including eight (8) hours in the working day. Regular overtime rates shall apply after eight (8) hours in the working day and for all work performed on statutory holidays and the employee's days of rest. In the case of part-time clerical staff the words "seven (7) hours" shall be substituted for the words "eight (8) hours" wherever they appear herein.

19.05 Time Off in Lieu of Overtime

a) An employee who is entitled to overtime pay under the provisions of Article 19.02 or 19.03 or to double time pay under the provisions of Article 19.04 may, as an alternative to receiving payment for such time, elect to take the equivalent in time off. The amount of equivalent time off shall be calculated on the basis of the overtime rate at which the premium time was worked, e.g.- one (1) hour worked at time and one-half shall count as one and one-half (1 1/2) hours off and one (1) hour worked at double time shall count as two (2) hours off. All such time off shall be paid for at the

b) An election to take the equivalent in time off must be made in writing to the Secretary Treasurer of the Board. Unless and until this is done, an employee who is entitled to time and one-half or double time under the provisions of Article 19.02, 19.03 or 19.04 shall receive payment for same. An election to take the equivalent in time off may be withdrawn by an employee PROVIDED he/she does so in writing to the Secretary-Treasurer of the Board in which case the employee shall receive payment for his/her entire accumulated time off at the straight time rates which were in effect when the premium time was worked.

c) An election to take the equivalent in time off shall only apply to the "Fiscal year (July 1st to June 30th)" in which the premium time was worked. If such time off is not taken during the said fiscal year the employee concerned shall receive payment for his/her accumulated time off at the straight time rates which were in effect when the premium time was worked, or carry forward the accumulated time off to the next fiscal year. Employees have the option to request equivalent time off to be converted to dollars and paid out

d) Subject to operational requirements, all overtime may be accumulated for time off with the understanding that one (1) week may be taken off in the period July 1st to August 31st and not more than two (2) weeks may be taken off in any two (2) month period at other times.

e) Subject to the requirement contained in Section (d) above, the time or times when an employee shall have the option to take equivalent time off at their own request at a time

CUPE BC launches video on appropriate pronoun use

BURNABY—With the release of a new online video during Pride week, CUPE BC is working to inform members and the broader public of the appropriate use of gender pronouns that honours how individuals identify themselves. As our union celebrates pride and diversity with all LGBTQ comrades, the [video](#) provides guidance on how to be respectful of transgender people.

“It is an important message for all union members and the public as British Columbians continue to strive to be a more inclusive and respectful province,” said CUPE BC Secretary Treasurer Trevor Davies. “How we talk to and about each other is part of that ongoing process of building a movement where all can participate.”

An initiative of CUPE BC’s Pink Triangle working group, the video features human rights lawyer, community activist and CUPE Local 1004 member Adrienne Smith explaining how easy it is to make sure you are using the proper pronoun. Smith will be joining Premier John Horgan as the BC NDP’s official Pride Ambassador in the 2017 Vancouver Pride Parade.

“Asking people’s pronouns doesn’t need to be complicated or scary,” said Smith. “It can be like this: ‘Hi, my name is Adrienne, nice to meet you. What pronoun do you use? I use they, them, and their.’ Now that you have asked and you know, you can work towards using those pronouns all the time.”

At CUPE BC’s 2016 Convention, delegates unanimously passed a constitutional amendment to remove and change all gender pronouns like ‘he’ and ‘she’. For CUPE BC, it was a simple step but a significant one towards building an inclusive movement.

“We remain committed as a labour movement to fighting transphobia,” said Davies. “Solidarity means making certain each and every member of our community feel welcome.



Definition of *transgender*

1. : of, relating to, or being a person whose [gender identity](#) differs from the sex the person had or was identified as having at birth; *especially* : of, relating to, or being a person whose gender identity is opposite the sex the person had or was identified as having at birth