

CONTACTS

PRESIDENT

Amber Leonard
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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
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



WELCOME BACK EVERYONE!!

We hope that you had an opportunity to relax and recharge over the summer and are feeling energized and that you are excited to be back.

There have been many changes over the last few months and we want to thank all of those CUPE members who worked tirelessly over the summer to get our buildings and grounds ready for a new year. We are pleased to announce an increase in working hours for EAs, more learning spaces for students and even upgrades to staff work spaces in many areas. It has been a very busy summer.

Now that we are back, your CUPE Executive would like you to take some time and have a look at the upcoming meeting dates because that is where we will be discussing upcoming local bargaining as well as Provincial Bargaining. We offer coffee, tea and snacks for our meetings as well as our “famous” snow ball draw in which you must be in attendance to win.

September 30th is Orange Shirt Day. 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.

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.

Please find out what day your school will be wearing orange and join in.

Yours in Solidarity,
CUPE 459 Executive

General Meeting Dates for 2018

September 22nd, 2018 9am @ Royal Bay
October 27th, 2018 9am @ Royal Bay
November 23rd, 2018 (Pro-D @ noon)
December 15th, 2018 (AGM) 9am @ Royal Bay

*SNOWBALL DRAW—MUST BE IN ATTENDANCE TO WIN!!



Municipal Election October 20th, 2018



COLLECTIVE AGREEMENT—ARTICLE AWARENESS



16.03(e) - NEW HOURS AVAILIABILITY

Qualified employees who are currently working less than full time shall be offered, on a seniority basis, any hours that become available within a school or work site before hiring new employees, providing operational requirements permit.





Keep checking here for K-12 Bargaining updates

<http://bcschools.cupe.ca/>

COLLECTIVE AGREEMENT—ARTICLE AWARENESS Part 2

33.01 Wet Weather Clothing

The board will issue for use (but to remain the property of the Board) gumboots, rubber clothing and overalls as deemed sufficient by the Board or its designated official.

33.04 Maintenance of Work Clothing

It shall be the responsibility of the Board to clean, launder and maintain all clothing and equipment issued as per Article 33.01 above.

33.05 Custodian Clothing

Each Custodian shall be provided with three shirts and two pairs of pants to be worn on the job by all Custodians. The district agrees to pay thirty-seven cents (\$.37) per shift effective July 1, 2000, per Custodian to clean uniforms and keep in good repair.

33.06 School Bus Operators

a) Each School Bus Operator shall be provided with a suitable jacket jointly approved to be worn on the job when operating school buses.

33.07 Safety Footwear

Any Employee working in a position for thirty (30) working days requiring footwear will be entitled to a reimbursement up to three-hundred dollars (\$300.00) per Employee every three years as a contribution towards the purchase of mutually approved safety footwear. Employees will be required to provide the Board with a receipt in order to receive reimbursement.

33.08 Uniform and Clothing Allowance

The Board will provide a clothing allowance up to \$60.00 (sixty) to cover the cost of a bathing suit and aqua shoes for the employees who enter a pool with a student in a swim program.

Please get the approval from your Manager before making any purchases.



Occupational Health & Safety

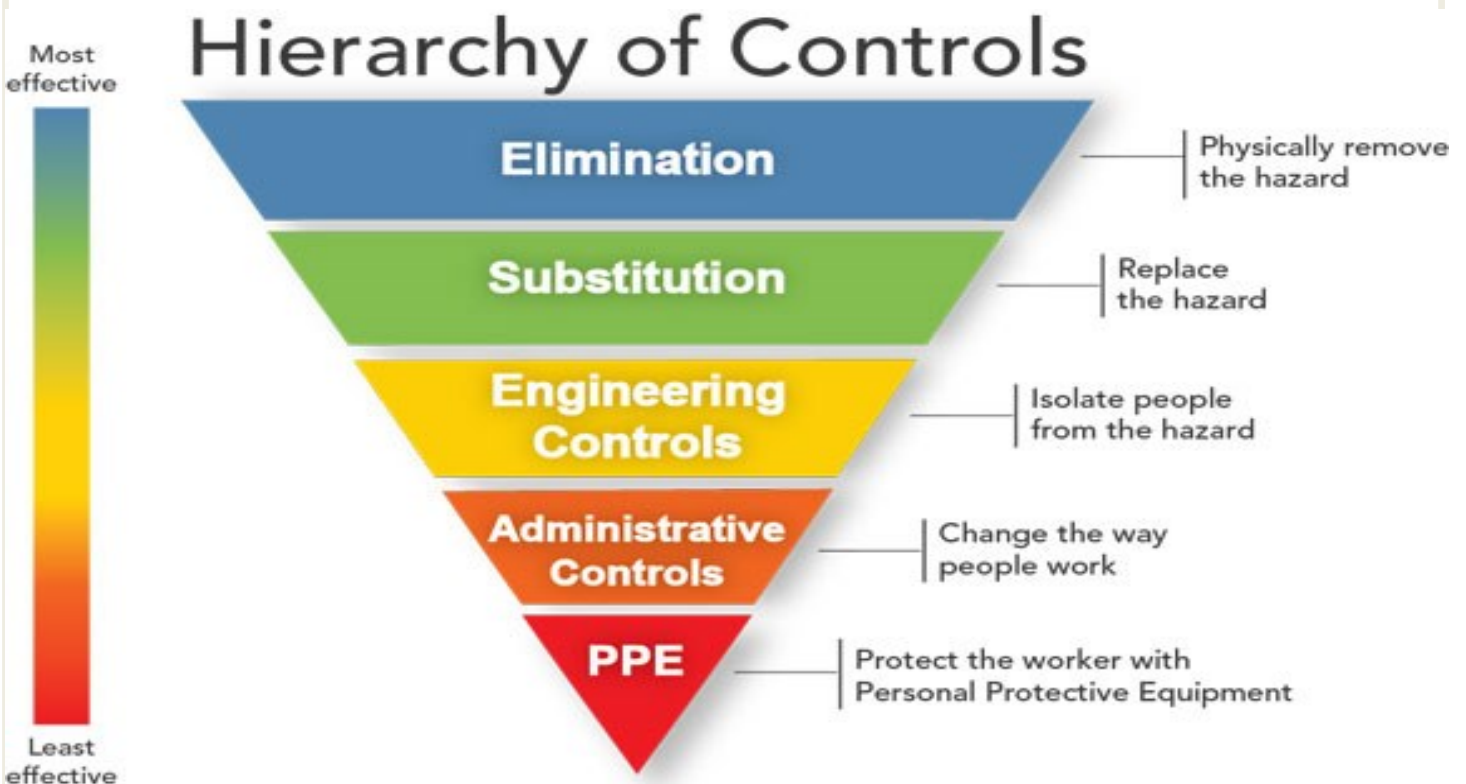


Controlling exposures to occupational hazards is the fundamental method of protecting workers.

Traditionally, a hierarchy of controls has been used as a means of determining how to implement feasible and effective control solutions.

The idea behind this hierarchy is that the control methods at the top of graphic are potentially more effective and protective than those at the bottom. Following this hierarchy normally leads to the implementation of inherently safer systems, where the risk of illness or injury has been substantially reduced.

NIOSH leads a national initiative called Prevention through Design (PtD) to prevent or reduce occupational injuries, illnesses, and fatalities through the inclusion of prevention considerations in all designs that impact workers. Hierarchy of controls is a PtD strategy. To learn more, visit the PtD website.





EVERY CHILD MATTERS

**ORANGE SHIRT DAY
SEPTEMBER 30TH**

Orange Shirt Day recognizes the harm done to generations of children by the Indian Residential Schools and is an affirmation of our commitment to ensure that **every child matters**. Orange Shirt Day also recognizes our commitment to reconciliation, anti-racism and anti-bullying in general.



27th ANNUAL “MICHAEL DUNAHEE TOURNAMENT OF HOPE”

August 10th - 12th, 2018 TOPAZ PARK Victoria BC

Congratulations to Team 459 for winning the “B” division and donating back the winnings to ChildFind BC. Thank you to all of you that participated and those that came out to cheer on the team. This is an amazing fundraiser that we are proud to be a part of it every year.



C.U.P.E. 459 LIST OF EXECUTIVE OFFICERS & COMMITTEES – 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 – Liz Carolei

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 – Wanda Falle

Education Assistants— Sandra Bowes

Maintenance – Wayne Olsten

Transportation – Alex Kunert