



# CUPE CONNECTION

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#### CUPE BC 2016 Convention

Left to right:  
Duane Wheatley, Dick  
Bettlestone, Kieran Fahy, Julie  
Melia, Margaret Varga, David  
Tether, Treena Harley, Elaine  
Soroka



## CLIMATE CHANGE

By: Treena Harley

### Conversation starter

CUPE has recently provided its members with a Climate Change Workshop power point presentation that is accompanied by a hosting guide and speaking notes. CUPE would like to see locals have their members start talking.

The term climate warming was first used in 1975. It was a very controversial topic for many years, not in the scientific community, but in the political arena. The far right saw it as a way for the socialists to push their agenda (environment) ahead of the economy. But it also made the general public feel like their freedom of choice was at stake when the effects of climate change weren't that evident early on. That has all changed.

The dictionary describes climate change as "a long-term change in the earth's climate, especially a change due to an increase in the average atmospheric temperature". The results of climate change can range from extreme heat to some cooling taken as an average around the world. Floods, droughts, erosion and wildfires are some of the dangerous

consequences to climate change.

How has this happened?

Greenhouse gases are released into the air by burning fossil fuels, landfills, land transportation, industrial agriculture and coal production. GHG's disturb the chemical makeup of the atmosphere. The Inter-Governmental panel on climate change has completed the largest compiling of scientific research ever done. Their conclusions are humans are the cause of global warming and GHG emissions need to be reduced.

What can we do? CUPE offers the following solutions: activism and political pressure, workplace environmentalism, legislation and regulation, climate jobs and greening the economy.

Please email Treena Harley with your personal email address to [recording.secretary@cupe3523.ca](mailto:recording.secretary@cupe3523.ca) if you would like to be included on the email list for CUPE Connection. (We can't use the District system for Union business). You can also access the newsletter at [www.3523.cupe.ca](http://www.3523.cupe.ca) and copies will be delivered to each worksite.

## President's Message



It's hard to believe we've nearly reached the end of another school year!

For the first time in many years, CUPE support staff faced the loss of several positions due to District budget pressures. After presentations from the Union and debate at Finance meetings, job loss was minimized to 4.5 FTE positions. It's possible that those members whose jobs were cut will be able to obtain another position, thus maintaining their wages and benefits.

The annual CEA postings period has begun, with 60 positions that need to be filled. Last year, the unexpected enrolment of special needs students in September created the need to hire around 50 additional CEAs. This could very likely occur again this coming September.

Public perception is often that schools are closed, so District employees must be on vacation. The reality is that summer is the busiest time of year for many of our support staff, and temporary workers are usually hired to get projects and maintenance done before schools open again in the fall.

The CUPE 3523 Executive wishes all members a safe and relaxing summer.

## Deferred Salary Leave Plan

(Letter of Understanding # 11)

The CUPE Local 3523 Collective Agreement contains a provision that enables our members to participate in a deferred salary leave plan. The existing policy for teachers on Deferred Salary Leave is extended to members in our bargaining unit, as well.

Any employee interested in a self-funded salary leave for one year or more should apply to the Superintendent using Form 325.1, which is found by going to the SD23 homepage, selecting Board of Education, Forms, and finally form 325.1.

During each of the school years before the leave of absence, a fixed amount equal to the percentage of the salary stipulated by the participant will be deducted from his/her wages. These amounts will be transferred monthly to the Royal Bank in trust. Participants will not have direct access to these funds, and they may not use these funds for any other purpose.

Payments made to the participant during the leave of absence will be the total amount of money deducted under the plan at the time the leave begins, less any deductions for employee benefits requested by the participant. Total cost of benefits will be deducted from the participant's installment, which is paid monthly.

The year of self-funded salary is not considered as pensionable service unless special arrangements are made with the Superannuation Commission.

Participants must agree to return to regular employment after the leave of absence for a period not less than the period of the leave. A participant who ceases to be an employee of the Board is automatically withdrawn from participation in the plan.

Members who are interested in learning more about deferred salary leave should go to School District Policy 325 on the SD23 website for full details and the rules governing this option.

## WELCOME BACK BBQ!

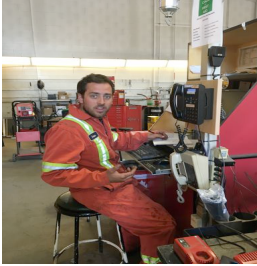
The CUPE 3523 Entertainment Committee is hosting its second annual barbecue to welcome members back to a new school year.

Immediately following our General Meeting on September 17<sup>th</sup>, we invite members and their families to join us at Hollywood Road Education Services to enjoy a hot dog and hamburger lunch. Beverages will be provided. We'll have some games for both adults and their children, as well. We ask that you bring your own lawn chairs.

This is a great opportunity to visit with members and their families that we don't often cross paths with. It also gives everyone a chance to introduce themselves to members new to our Union. We hope you'll be able to join us on September 17<sup>th</sup>.



## CUPE BEHIND THE SCENES



Brian Cavaghan is a fairly new addition to The amazing mechanical team. He maintains the fleet and small engine equipment. Brian is an avid outdoorsman and likes to hunt and fish. If you see him, wish him good luck as he is getting married this summer!



Here is an example of one of the rooms under schools that the trades work in. This room is large, some are only 4' high!

## CUPE Member Highlight – Carol Davidson & Donna Garbelya

By: Treena Harley

**Who:** Carol was born and raised in Kelowna, as were her parents. Donna was born and raised in Prince Rupert and moved to beautiful Kelowna in 1989.

**What:** Carol and Donna are Settlement Workers in Schools. They help immigrant families settle into our schools and community. This is a federally funded program and only a handful of school district based Welcome Centers exist in BC.

**Where:** The SWIS workers' office is at Hollywood Road in The Welcome Centre. But many hours are spent visiting all 44 schools they are responsible for.

**When:** Carol started with SD23 as a noon hour supervisor in June 1991 and took her training as a CEA during that time. She has worked at HRE, OKM, PGE and MBSS. Donna trained as a human service worker and started as a CEA in December 1991 and worked at DWE, AME and PRE. They both started as SWIS workers in September 2008.

**Why:** Carol says, "I have always enjoyed making people feel welcome." She is very proud of our community and plays the role of Central Okanagan's ambassador. She is married to Larry, a

retired SD23 teacher and 3 daughters are Erin, Lindsey and Marisa. She has a grandson, granddaughter and another grandson on his way! She was a CEA shop steward and was involved in 2 bargaining rounds. Getting CEA's appropriate pay to toilet their students was a great accomplishment she is proud of.

Donna finds working with new families very rewarding and has so many fond memories of the people she has met and some will be lifelong friends. She has 3 children that all live in Kelowna: Micah, Sarah and Daniel. She also has a grandson and granddaughter. Donna's husband, Matt, works in Operations for SD23. She enjoys cooking, walking their dog, bike riding and travelling. A little known hobby of Donna's is playing poker!



## 2016 EXECUTIVE

### TABLE OFFICERS

PRESIDENT - Wendy Johnson

VICE PRESIDENT - David Tether

SECRETARY TREASURER - Kieran Fahy

RECORDING SECRETARY - Treena Harley

### SHOP STEWARDS

SERGEANT AT ARMS - John O'Flaherty

OPERATIONS – Dick Beetlestone

CLERICAL/LIBRARY ASSISTANT – Julie Melia, Elaine Soroka

TRANSPORTATION – Duane Wheatley

STUDENT SUPPORT – Margaret Varga, Teri Wishlow

CUSTODIAL – Jim Anderson

GENERAL – Bill Ewen

### TRUSTEES

Ian Gordon  
Sandra Ryan  
Michelle Noel

OFFICE CLERICAL – Shirley Fears

CUPE NATIONAL REP – Rob Hewitt

211 – 1889 Springfield Road  
Kelowna, BC V1Y 5V5

250-860-3523

## Health & Safety Tips

### Making Workplaces Safer -

Provided by CUPE National Health & Safety Resources

This past year, CUPE's health and safety work made a difference on many fronts, including working with Union Development to pilot courses for the new Health and Safety Learning Series. These three-hour modules will help members conduct investigations, identify health and safety hazards, and work on a health and safety committee. They also deepen members' knowledge of health and safety laws, mental injuries, violence prevention, women's health, and international health and safety solidarity. The courses are self-contained modules, allowing members who have taken the basic nine-hour health and safety course to further build their skills.

The Health and Safety Branch also revamped the Workplace Violence Prevention Kit. The kit includes new guidelines on preventing workplace violence and harassment. It also helps locals identify and prevent violence, with tools to develop a violence

prevention policy, a checklist to spot hazards that may increase the risk of violence, and sample reporting forms. Other new member resources include fact sheets on:

- Shift work
- Critical incident stress

In BC, CUPE locals are using new campaign material to raise awareness of workplace hazards. The "Spot the Hazard" campaign encourages members to report concerns to management and the union, provides information about workplace rights and hazards, and includes stickers to mark potential workplace hazards.

If you do not have a CUPE rep for your Joint Health and Safety Site Committee, please contact Treena Harley, District Support Staff Safety Advisory co-chair.



## CUPE BC News

### CUPE Locals building community in the East Kootenays

Through the "Seeds of Change: CUPE in the Kootenays" program, three CUPE locals are supporting and developing new ways to do good works in their community. The locals are shining a positive light on community participation, networking with other groups and organizations, and putting their union Locals on the map with residents.

CUPE 2773 (College of the Rockies), CUPE 4165 (School District #5), and CUPE 2090 (City of Cranbrook) have created an umbrella group with the goal of encouraging CUPE members and others to get involved through volunteering at community events. They are inviting other organizations to join under the Seeds of Change umbrella and hope to build a network of community support.

## Events

**June 11, 2016**

**General Membership Meeting** at  
Hollywood Road Education Services, 9:30 am  
1040 Hollywood Road – Room 2

**June 29, 2016**

**Last day of school**

**September 6, 2016**

**First day of school**

**September 17, 2016**

**General Membership Meeting and BBQ** at  
Hollywood Road Education Services, 9:30 am  
1040 Hollywood Road – Room 2