

CUPE CONNECTION

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**CUPE Children's
Christmas party
2016. Santa Allan
making his 14th
appearance with elf
Bev Maxted.**



CUPE Bits N' Bites

Job Evaluation

Our JE Committee is made up of 3 CUPE members and 3 Managers. Employees can fill out a questionnaire and submit it to the Committee for evaluation if they feel their job has changed. The Committee will review the job in detail and determine the value of the work based on the JE Plan. "The Plan" is the instrument used to weigh each of the factors of every job within our Union. A copy of this document is available on our CUPE website under the Resources tab.

Interested in becoming a JE Committee member? A two-day training session is scheduled for April 24 and 25, 2017. Wages and benefits will be paid for any regular member participating in the training. Whether you wish to become a Committee member or you're simply interested in how JE works, this workshop will be very insightful.

Clerical Employees

The Employer has agreed to review the workload of our Clerical employees in the coming months. The Union requested the review, as it has been many years since this was last undertaken. Our district enrollment continues to grow, and new programs and technology are added yearly. This has increased Clerical responsibilities considerably.

Extended Health Benefits

Just a reminder that our new extended health benefits package will take effect September 2017, and will provide a variety of improvements in our coverage.

President's Message



2017 brings not just a new year, but also several changes to CUPE Local 3523.

I have made the decision to retire. As my term as President does not end until November 2017, Vice President David Tether will step in as Acting President for the next few months. Dave has a great deal of Union experience, having served several terms as Vice President. Our members will be in very good hands.

It has been my honour to represent every member of this Union and uphold the terms of our Collective Agreement, while striving to improve working conditions - not just for current members, but all who will follow.

Treena Harley, our Recording Secretary, has moved on to a new and exciting position outside of CUPE. We wish Treena the very best in her new role.

As always, if any member has a question or concern, please contact your Shop Steward or call the Union office. Contact information for Stewards is posted on our CUPE website. Simply google cupe 3523 on the internet and it will take you straight to the website.

GUEST COLUMN – Transportation with Duane

Now that winter is upon us, it's time to change our thinking about driving. There are a lot of CUPE members who drive for their job. But more members than not drive their own vehicle. So here we go with some tips that will help not only your commute to work, but also any type of driving you may do.

Put winter tires on your vehicle. It sounds like common sense but a lot of people may not know that M+S rated tires are not winter tires. Yes, they are legal, and come standard on most SUV and pick up trucks. But M+S are still a compromise tire so that they last longer during the summer months. True winter tires are made of softer compounds so that they don't get hard in the cold. They also have siping on them for better grip in the snow and ice.

Put a safety kit in your vehicle. A shovel, spare set of warm clothes, blanket, some sand, granola bars, flashlight, lighter and anything you feel will help you during a breakdown. It may not happen to you but wouldn't you rather have what you need and not need it rather than need it and not have it?

Slow down. Seems simple enough but a lot of people think that even in bad weather you must do the speed limit. You can get a ticket for speeding even if you are doing the speed limit. The speed limit is just that, a top speed you can do on that road in pristine conditions. Once the conditions deteriorate, speeds need to decrease and space in between cars needs to increase.

Follow these tips and drive safe.

2016 CHILDREN'S CHRISTMAS PARTY

The Children's Christmas Party was a great time for all involved. Having the chance to meet new families and visit with old friends at this great Christmas Party is wonderful. Heartfelt thanks to all the volunteers - you are the ones that make the day so much fun for everyone.



CUPE BEHIND THE SCENES



School buses ready to roll again after Christmas break.



Central Services crew based at Operations working on snow removal.

CUPE Member Highlight – Raymond Pike



Who: Ray Pike moved to Kelowna in 1969 from Alberta. Kelowna's weather drew Ray and his family here.

What: Ray has been fortunate to have worked in a union environment during his entire career. He started out in construction as a bricklayer. He is both a Carpenter and Brick Mason tradesman. His mentor was Ernie Arend, then maintenance Brick Mason.

Where: Ray works all over the school district and goes to where his talents are needed. He keeps all the kilns operating, and does stucco repairs in addition to various carpentry jobs.

When: In 1996, Ray was looking for a job that was full time, year round and provided a pension. His first job with the school district was driving bus, which he did for 2 years. Ray then trained as a Custodian, and finally posted to a Carpentry position.

Why: Ray didn't get involved with the

Union until he started working with the school district. Ray knows that to make any change, you have to participate. His first volunteer position was Health and Safety Rep on the Operations Site Committee. He feels his biggest impact was his being a Job Evaluation Committee member. He was on that committee for 7 years and is still an alternate. His invaluable experience has helped many members by ensuring their wage rate is appropriate for their position.

Ray and his wife, Lynn, have 4 children and 11 grandchildren. His kids live in Victoria, Terrace, Seattle and Britain! He and his wife enjoy travelling, and they will be able to do more of that in the future once he retires.

Volunteer work is something that gives Ray much gratification. For 22 years Ray has helped at a boys' fishing camp. This camp is for 11-14 year old boys who otherwise would not get an opportunity to enjoy the outdoors. Ray is also a director for a kids' camp in Peachland and he is a member of the Peachland Sportsman Association. He has many hobbies and interests that keep him very busy.

2017 EXECUTIVE

TABLE OFFICERS

PRESIDENT - Vacant

ACTING PRESIDENT - David Tether

SECRETARY TREASURER - Kieran Fahy

RECORDING SECRETARY - Vacant

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 – Colleen Elder

GENERAL – Bill Ewen

TRUSTEES

Ian Gordon

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

Healthier Workplaces,

Healthier Workers - Provided by
CUPE National Health & Safety Resources

Work and the pressures of society often lead to overwhelming stress on workers. How that stress is or is not dealt with contributes greatly to our families' wellbeing.

Poor working conditions, unsafe and unhealthy jobs, excessive noise, gases, chemicals, unrealistic work quotas, poor work organization, poor shift scheduling, insufficient or overbearing supervision. All of these can and should be issues that the union can improve upon.

By eliminating these workplace stressors, we help reduce the number of factors that affect workers' wellbeing.

Many employers have recognized the need to provide assistance for workers who are in distress. Employee assistance programs are present at many worksites.

Too often these programs do not

achieve the goal of assisting and counseling distressed workers. Instead, they are used to ensure that work performance does not deteriorate. Refusal or failure to use the EAP program can lead to discipline or dismissal.

Often the threat of EAP programs is used to improve work performance. Such programs do not help workers deal with the problems but only increase their anxiety and stress levels.

Good EAPs can and do help employees cope with problems that are causing distress to them and their families. Many unions have negotiated or have participated in such programs. Without union participation, the effectiveness of such programs may be poor.

Jointly administered EAPs are more likely to provide assistance and to help CUPE members deal with the increasing pressures of modern life.

Important to note: SD 23 has a very good EAP in place. The program has been extremely helpful to countless members who have used EAP services.



CUPE BC News

The Christy Clark Two Step – excerpt by Paul Faoro, CUPE BC President

It seems you can't pick up a newspaper or log onto Twitter or Facebook these days without seeing a story talking about how Christy Clark and the BC Liberals are "restoring funding" to this service or that program. And the stories often feature commentary from pundits analyzing how the BC Liberals are "pivoting" in advance of the next provincial election.

But you and I know that one-time funding doesn't solve a long-term problem. Clark's pivots on education and other political hotspots may reduce the number of critical media stories, but we'll be right back where we started after the next election without a stable and sustainable funding plan.

Events

January 14, 2017

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

February 13, 2017 - Family Day

February 18, 2017

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

February 24, 2017

Support Staff In-Service Day