



Shoptalk

School District #43 (Coquitlam) / Coquitlam Public Library /
First Canada Transit Services-Fraser Valley /
Children's House Montessori Pre-School

Nov/Dec 2022

The General Meeting is **cancelled** due to the Union unable to have quorum with Executive members.

The next meeting will be VIA zoom on January 14, 2023.

Initiations:

Anyone receiving a final letter regarding initiations, please note it is extended to February General Meeting.

President News

CUPE 561 Members

I want to wish you all a very Happy Holiday season. We have had a very busy year. I hope you are all able to take some time to relax, visit family and friends during this time.

We have had 2 bargaining units working hard on their collective agreements through the last few months. First Canada bargaining committee has come to an impasse and members will be taking a strike vote on Dec 16th in Chilliwack and Dec 17th in Abbotsford. The Bargaining Committee has been working hard with the employer but we were not able to come to an agreement.

SD43 members has taken a ratification vote on the collective agreement on Dec 10th and results were 71% in favour. I want to thank the Bargaining Committee for all their time and dedication to getting the best collective agreement possible for our members. We worked hard to have the employer see our vision for our members. Well done and hopefully some well deserved time off is coming.

This year has seen a lot of change on our union. First with a new office and new domain which gives us a new email address- cupe561@cupe561.ca. and new faces. We are continuing with Zoom meetings through out the year and we had a lot of new members step into Shop Steward and other positions as reps for our members. Thank you to all the people in elected and appointed positions that work hard to keep our union going and supporting our members.

We are working hard on updating our By-Laws to better reflect our union and how it is moving forward. Please note if there are things in the By-Laws you wish to be changed or addressed that any member can request a change through a motion on the floor at a union meeting.

I am wishing every member and their families that celebrate during this winter season a safe and happy holidays. For those members who do not celebrate holidays during this winter season please be safe out there on these cold winter days and nights.

Again I, want to say thank you to all the members for all their support and assistance to me in the last year. To all our reps thank you for supporting our members so well. To our executive for working hard on moving this union forward. I also want to thank all our National Reps for their support and hard work for our union.

Also a big thank you to our office secretary for all your hard work.

In Sol
Jane Gibbons
President CUPE 561

NO HEAT IN YOUR SCHOOL? Here is the District Protocol to Follow

The following District Protocol when the heat in schools malfunctions and a temperature issue occurs has been in effect since February 2005:

1. The employee(s) advise(s) the Principal of the temperature issue.
2. If the Principal is unable to make appropriate temperature adjustments, he/she will contact the Manager of Maintenance for expedited assistance.
3. The Principal will share and discuss information regarding the temperature issue with the school's site-based Health & Safety Committee. He/she will also contact the District Health & Safety Officer.
4. The Principal will contact the Assistant Superintendent and, if necessary, discuss alternative arrangements, which may include consideration of re-location within the school or to an alternate site, or student dismissal.

In the event that several schools simultaneously experience heating difficulties, the District prioritizes its responses depending on the severity of the various situations. For example, a whole building without heat is a higher priority than a wing of a building, etc. The District also gives higher priority to a room without heat versus one with too much heat.

Due to the fact that the district is short HVAC members, it is taking them more time to get to all the schools. Please understand they are working hard to get to all sites.

Questions and Answers

- Q. When a member takes sick time, do they have to take a half or full day?
- A. No, you can take as much time as you need to deal with an appointment and if you are ill and leaving work early. There is a minimum call out of 4 hours but that does not affect your illness/medical leave.
- Q. I have booked an ill parent day 5 days in advance. I was asked to give more information, do I have to?
- A. There is a difference between ill spouse/parent then employees' illness/medical. The reason for more clarification is that the leave is for illness, and it is hard to know your spouse or parent will be ill 5 days in advance. You only need to let them know that you are taking your spouse/parent to a "medical appointment". You do not need to give the type of doctor that you are seeing or any medical information.
- Q. I am confused between a near miss or violent incident. Do I fill out the violent incident only when I am injured?
- A. A violent incident is defined by WorkSafe as an attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury (OHSR 4.27). This can mean spitting, hitting, biting, pull hair, threatening verbally etc. even a miss can be a violent incident if YOU feel it was intended to cause you harm. Moving fast enough does not erase the intent. Please remember it is YOU who decides if it was violent or not, no one else can tell you otherwise. Please contact the union if you feel you are being requested to change a document.

REMEMBRANCE DAY

Lest We Forget



School District 43 ratifying vote—December 10



CUPE 561's Annual Children's Christmas Party at PoCo Bowling

Thank you to all that came out and enjoyed the festivities!



Coquitlam Public Library is ready for Christmas!



SICK AND VISITING & GOOD OF THE UNION

Fruit Baskets

Ahonen Family
Kathleen Epherre
Donna MacMurchy
Karen Wigman
Bob Ahuja
Lucia Hernandez
Megan Huculak

Sympathy Cards

Anna Kostecka
Donna MacMurchy
Celina Wong
Crystal Clemens

Cards of Thanks

Ahonen Family
Backpack Buddies
Children's Hospital
Debbie Cowieson
Donna MacMurchy
Karen Wigman
Bob Ahuja
John Coulson
Melody Gaudet
Debra Matiets

Congratulations

Megan Chang—Daughter
Simon Yan—Grandson
Linda Corcoran—Granddaughter

RETIREMENTS

John Coulson
Marla Jones

Melody Gaudet

Debbie Cowieson

Congratulations!



BURSARIES 2023

Students graduating from High School in 2023 who are the sons, daughters, spouse of members or members of CUPE Local 561 shall be eligible if member has **attended not less than 50% of the regular Union meetings during a twelve-month period - May 2022 to April 2023 inclusive**, may be eligible for a General Bursary in the amount of \$350.00 to attend a post secondary institution. The Elizabeth McKnight Trades Bursary and Colin Gray Trades Bursary in the amount of \$500.00 are for applicants attending an accredited Apprenticeship Training Program or Trade School. ***In order to be considered for a Bursary you must stay for the duration of the each meeting (approx. 2hrs). Deadline to apply for a bursary is May 1, 2023. Please check the website for more information.***

CUPE LOCAL 561 EXECUTIVE BOARD

President	Jane Gibbons	Member At Large	Debby Cowan (SD #43)
Vice-President	Lisa Gregory	Member At Large	Karin Leathwood (SD #43)
Recording Secretary	Jill Allen	Member At Large	Donna Clark-MacMurchy (Library)
Treasurer	Darin Nielsen	Member At Large	Arthur Lilley (First Canada)
Senior Shop Steward	Wendy Meston		