



# Shoptalk



School District #43 (Coquitlam) / Coquitlam Public Library /  
TransDev Fraser Valley /  
Children's House Montessori Pre-School

December 2023

## **NEXT GENERAL MEETING** **Saturday January 13th, 2024** **VIA ZOOM**

Greetings CUPE 561 members,

I'd like to take this time to wish everyone a happy and joyful winter and holiday season. I hope we all get to spend some quality time with friends and family, and of course indulge in some of those amazing holiday treats and meals! This is the time of year when I feel extra thankful for everything I have, including the amazing CUPE team and family that we continue to build.

I'll start by thanking Jill Allen and Karin Leathwood for spearheading and organizing another successful Children's Christmas party at the Poco Bowling lanes. Of course we also need to thank Santa (Greg Hill) for taking the time out of his busy schedule to be at the party, as well as everyone else who put in their time to help with this fun annual CUPE family event. Now for the adult party! I'm looking forward to seeing everyone at the Dec 16th Winter Social at the Bennett Pub in Port Coquitlam. I'm anticipating many laughs, dancing, and good times, but NO Karaoke:). Perhaps we'll set up an event specifically for all of you talented CUPE vocalists in the near future.

As we move into the new year we will continue to work together, support each other, and focus on building a strong team! We will continue educating our members and our Union officials so we are as strong as we can be moving forward. Currently, our executive is taking a close look at our local bylaws, and working very hard to put forward to our members many changes that puts us in line with our National Constitution. These will be very welcome and progressive changes for this fast growing and diverse group of workers. Again, I encourage all of our members to get involved in our great CUPE local to help us grow as we move into the future.

In solidarity,

Randy Kootte  
President

### **CUPE LOCAL 561 EXECUTIVE BOARD**

President	<b>Randy Kootte</b>	Member At Large	<b>Debby Cowan</b> (SD #43)
Vice-President	<b>Lisa Gregory</b>	Member At Large	<b>Karin Leathwood</b> (SD #43)
Recording Secretary	<b>Jill Allen</b>	Member At Large	<b>Melani Williams</b> (Library)
Treasurer	<b>Darin Nielsen</b>	Member At Large	<b>Carol Archibald</b> (TransDev)
Senior Shop Steward	<b>Mike Myers</b>		

Happy Holidays CUPE 561!

We kicked off the holiday season with an AMAZING CUPE 561 Childrens Christmas Party at Poco Bowling Lanes!! It took a village to pull off the bowling, the gingerbread decorating, the pizza lunch, snacks, gifts and of course SANTA!

The turn-out was incredible and the vibe, energy and the camaraderie among members and their families was heartwarming to be a part of! CUPE 561 has the best members!

Huge thanks go out to The Nielson Family! Carla and Darin arrived early with their incredibly kind and helpful kids Issac, Issabella and Landon. The kids (and Carla) did an incredible job decorating and making Santa's space beautiful, welcoming, and festive. They took pride in a job well done! Darin did an amazing job – stepping up everywhere there was a need – from set up, greeting, serving lunch and clean up – they were all rock stars!

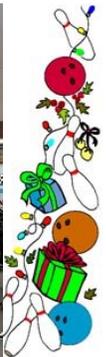
Deep thanks to Debby Cowan who volunteered her time to be Santa's helper – which she did an incredible job at – reading every need and ensuring Santa and the children had all they needed and more! Great job!

Massive thanks to Greg Hill who volunteered to be our Santa – he was a real pleasure to work with and shared that he had a GREAT time! You looked fantastic Greg, your attitude is amazing, and your willingness to give back is incredible!

Finally, thanks with deep gratitude to Jill Allen with whom I spent several evenings planning, shopping, wrapping presents and coordinating the day's big event with. Jill is always a pleasure to work with and together – along with the help from the community, we were able to execute and complete a VERY successful Christmas Party.

Safe Holidays everyone!

All our best,  
Karin Leathwood & Jill Allen  
On behalf of the Social Committee



## **REMINDER TO ALL MEMBERS:**

If you have not already done so, please send your **PERSONAL email** to the union office to be kept up to date on the latest news.

**Email to: [cupe561@cupe561.ca](mailto:cupe561@cupe561.ca)**

If you have provided your email and you are not receiving updates, please contact the office.





## **BURSARIES 2024**

Students graduating from High School in 2024 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 2023 to April 2024 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, 2024. Please check the website for more information.***

# Questions and Answers

- Q: I received an email from my Caretaking Manager that caretakers are required to work on “school closure day” on November 10th. Why are caretakers required to come in on this day if other staff are not required to attend.**
- A:** Yes, Caretakers work on this day. This school closure day came the same time the district added a second week for Spring Break. They did this as a cost savings. Mostly, they are saving money on casuals cupe and casuals for teachers, as they do not replace on these days. At that time CUPE made it clear that no cupe member should lose out on a day of work as a result of these additional school closures. That said, the Employer agreed that all maintenance staff will come to work on these days, and other school based employees like EA’s would work additional minutes throughout the school year, so that they get paid for these days that they are not required to be at work because there are no students.
- Q: I’m a secretary 3 at a busy elementary school. Over the years there have had many new duties downloaded onto Secretary 3’s. Scheduling, Records management and laser fiche, data entry into MyEd, to mention a few. There is simply not enough time in the day to complete these tasks. What can we do and how can we address this concern?**
- A:** This is a good question and has been an issue for some time now. You may recall an extensive process that took place in 2020 regarding this issue involving a number of Secretary 3’s. This process falls under the letter of understanding re “Workload and Staffing Levels”, and the end result of that process was a commitment from the Employer that administrators would grant draw time as needed, and that Secretary 3’s should notify their admin if they feel they do not have sufficient time to complete duties. At that point the administrator would either bring in help or prioritize the work.
- Workload concerns are an individual issue, therefore it is up to each individual employee to approach their Principal with their concerns. They made it very clear that they will not be requiring Secretaries to do more than they can handle. I have confirmation that the District leadership has recently communicated to administrators their commitment to using draw time etc. and to work with their staff to resolve these issues.
- I do feel that Secretary 3’s as well as most other clerical classifications including Middle and Secondary head secretaries continue to have additional duties put on them, and it’s time to have a conversation around adding additional hours, specifically where administrators are not able to resolve these concerns.
- My advice to anyone in any classification who is having workload concerns, is to follow this process, and if the Principal is unwilling or unable to bring in draw time or resolve the concerns, they should contact the Union and we would look into it and document these concerns as they come in. If we get to a point where these concerns are not being addressed and this commitment is not being honoured, we would have a good argument that additional permanent hours may be the solution.

# SICK AND VISITING & GOOD OF THE UNION

**Fruit Basket:** Rachel Kim  
**Sympathy Card:** Sukhjit Khangura  
**Congratulations:** Raven Conlinn—daughter

## Initiations

### School District 43

Sayaka Akahoshio—PR	Raheleh Aklour Pour—NHA	Angelo Almario—MT Coord	Pardip Arora—NHA
Tianna Avila—EA	Courtney Bell—LISW	Tina Benedet—CK	Naima Bounousse EA
Marina Bradshaw—NHS	Jessica Bylholt—EA	Karina Calaminos—EA	Devon Callander—NHA
Charine Chang—EA	Max Ha Cheung—NHA	Monica Cozzolino—EA	Charles De Vries—ACC
Tara Delaney—LISW	Josie Donatiello LISW	Fangfei Dong—CT	Heidi Estabrooks—LISW
Assanta Ferrato—NHA	Rosanna Francis—LISW	Liliana Freig Espinoza—NHS	Tamika Ghent —EA
Beth Gillespie—CL	Camila Goulart Ferraro Hallal—NHA	Nicole Grier—EA	Annette Heckenast—EA
Tanya Helm—EA	Ting Chi Ho—CT	Chika Hong—EA	Kyle Jones—EA
Yun Jung Jung—CT	Ashraf Kamani—NHA	Christina Kenworth—Ing.Fac.	Almira Kojic—EA
Melanie Lantano—CT	Alexi Lederer—YW	Yeong Min Lee—LISW	Dakotah LeFlock—SMC
So Wan Ma—LISW	Cristina Marain Alvarez—CL	Azusa Matthews—NHA	Paulina Mcdonald—CK
Nicole McGowan—EA	Rebecca Mewhart—NHA	Cara Mueller—EA	Luisa Narvaez—EA
Tsz Ching Ng—LA	Young Soo Park—SMD	Joey Poosoosamy —PR	Joan Romano—EA
Kristen Sheidow—EA	Amanda Siegerist—EA	Navdeep Kaur Sidhu—EA	Dayne Simpson—MW
Harshita Singh—IT	Gloria Sun—NHA	Amy Tieu—CT	Kareen Van Nen—EA
Aashish Vora—NHA	Toral Vora—NHA	Ashley Vu	Lindsay Wilkinson—CL
Andrea Williams—NHA	Luiz Wysard Ramgel—CT	Sienna Yang—CL	Katrina Yip—EA

### Coquitlam Public Library

Liam Boon—PG	Claire Borden—CE	Isabel Dos Santos—LB	Nicole Jensen—PG
Kingsley Loo-Xu—CE	Zoie Sarabosing—CE	Justin So—PG	Matteo Susin—CE

### TransDev

Kyle Bonato—Service	Brennan Jorger—Driver
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## Door Prize Winners at the December General Meeting

#82—Gloria Sun	#52—Tamika Ghent
#8—Debby Cowan	83#—Tsz Ching Ng
#29—Beth Gillespie	#80—Navdeep Sidhu

