



Shoptalk



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

January/February 2024

NEXT GENERAL MEETING **Saturday February 10th, 2024** **VIA ZOOM**

Happy New Year CUPE 561 members!

I hope everyone had a nice holiday season, and had a chance to spend time with family and friends, as well as getting some much needed rest. 2023 was a challenging year, not just for us 561 members but for our fellow friends and neighbours across the globe. I am confident that we will all support each other as well as our friends and neighbours in our time of need, and be open to understanding the ideas, beliefs, and opinions of our amazing and widely diverse group. Our long four month Transit strike is just one example of how our CUPE team rally in support of our members in their time of need. This amazing support ensured a big win in improving wages and working conditions, as well as pension plan so these members can plan for retirement knowing there will be funds they can rely on to help with a feeling of security as they enter this stage of their lives. I thank our 561 members and our larger CUPE family for your ongoing support! We truly have a great team.

We are currently in negotiations with our Library unit, and this round of negotiations has proven to be very challenging. We are approaching three years without a new contract so we will be focusing on these negotiations and this will be our top priority moving into 2024. I'm again confident that our CUPE team will be there in support of these members as well if needed, but I remain optimistic that we will get a deal for these members that they deserve, sooner than later.

Finally, our Executive continues to work on our local bylaws to bring them more in line with our CUPE National constitution, and we very much appreciate our members voting in favour of these important progressive changes to our bylaws! There will be more changes coming. Thank you!

Let's make 2024 the best year ever for our Local and for our families. We deserve it!!

In Solidarity,
Randy Kootte
President

CUPE LOCAL 561 EXECUTIVE BOARD

President	Randy Kootte	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 MacMurchy (Library)
Treasurer	Darin Nielsen	Member At Large	Carol Archibald (Transdev)
Senior Shop Steward	Mike Myers		



School District Employees



Employee and Family Assistance Program
Coaching | Counselling | Support
Confidential | Available anytime

P E B T

PUBLIC EDUCATION BENEFITS TRUST

Joint Early Intervention Services Absences of 6 days or more



Supporting Members

We support Members during their absence. Supports may include access to medical specialists, treatment and diagnostic tests, such as an MRI, to help you recover and return to work safely.

Confidential

Personal medical information, such as your diagnosis or treatment details, is confidential and will not be shared with your employer or union.

Next Steps

Desjardins will contact you within 1-2 business days. Desjardins will work with you and your doctor on a support plan that is right for you.

Required Participation

After 6 days of absence, your participation is required even if you are receiving benefits from WorksafeBC or are returning to work. This program is supported by both your employer and your local union.

Questions?

You may contact your school district office, local union representative or go to www.pebt.ca.

P E B T

PUBLIC EDUCATION BENEFITS TRUST

Joint Early Intervention Services Frequently Asked Questions

1: ARE ALL MEMBERS REQUIRED TO PARTICIPATE IN THE JOINT EARLY INTERVENTION SERVICE (JEIS) IF THEY ARE ABSENT FOR MORE THAN 6 CONSECUTIVE SCHEDULED WORKING DAYS/SHIFTS?

A: Yes. This is a mandatory part of the Public Education Benefits Trust's (PEBT) long term disability (LTD) plan, and this includes WorksafeBC absences.

2: SHOULD A MEMBER RESPOND TO DESJARDINS EVEN IF THEY ARE RETURNING TO WORK?

A: Yes. Even if assistance is not required, a Member should respond to Desjardins— so that Desjardins can move on and help other Members.

3: WHAT WILL DESJARDINS ASK THE MEMBER WHEN THEY FIRST CALL?

A: Desjardins will gather basic information such as the Member's last date worked and information about why the Member is absent. If the Member remains off work, Desjardins may send forms for the Member and their doctor to complete.

4: WHAT IF THE MEMBER HAS NOT SEEN A DOCTOR YET?

A: A main objective is to help ill or injured Members return to work in a caring, safe and timely manner. Desjardins can help the Member find a doctor if necessary.

5: WHAT HAPPENS IF THE MEMBER REFUSES TO PARTICIPATE IN A RETURN TO WORK (RTW)/ACCOMMODATION PLAN THAT THEIR PHYSICIAN SUPPORTS?

A: If the Member refuses to participate in the RTW plan supported by their physician, the Member is not complying with the physician's treatment and may not qualify for LTD benefits.

Questions and Answers

- Q:** I've been told by my Principal that I do not need a Union representative to accompany me in attendance management meetings. Is this true?
- A:** As per the district's "Attendance promotion support program", a Union rep is not required while in the informal stage of the program. Once an employee enters into the formal stage, union representation is required. That said, employees always have the right to request union representation during the informal stage if desired. This would be the same for any Duty to Accommodate meetings where an employee is seeking a medical or family status accommodation.
- Q:** I am a permanent Secretary 2 currently in a temporary position. Can I post into another temporary position if it is in a different classification?
- A:** The answer is no. Article 2.4B states that if you post into a temporary position, you must remain in that posting until the return of the absent employee. You can however get out of a temporary position if you post into another "permanent" position.

Have a question you would like to see in ShopTalk?

Send it to CUPE561@CUPE561.ca



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

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

SICK AND VISITING & GOOD OF THE UNION

Fruit Basket:
Nancy Morgan

Sympathy Card:
Jane Gibbons
Sandy Lackner

Death of a retiree:
Cheryl Fabbro—SD43
Robert Richardson—SD43

Cards of Thanks:
Doreen Lozynyc
Nancy Morgan

Congratulations:
Alida Abbinante—Granddaughter



James Park Elementary
EA's. Proud members of
CUPE 561!

RETIREMENTS

Stacey Chutskoff
Todd Lepine
Elain Tao

Leanne Fisher
Saras Mudaliar

Jenny Khoo
Simon Siu

Congratulations!

Door Prize Winners at the January's General Meeting

#28—Fran Grant

#35—Inderjit Parmar

#42—Jenn Ivison

#59—Neelofar Nurani

#7—Ann Johannes

#49—Kawardeep Singh

Please email or call the union office to claim your prize!



cupe561@cupe561.ca or 604 936 4545