

CUPE 523 Chronicle



John Horgan, leader of the BC NDP, speaking at CUPEBC convention.

Why the NDP?

CUPE is a founding partner of the NDP. We are proud to be New Democrats. Working closely with our party has given CUPE members from coast to coast to coast to have a strong voice in Canadian politics. Together, CUPE and the NDP can achieve positive change for our

members and all Canadians. CUPE encourages all members to join and be active in the NDP. As a member, you can participate in riding associations, help shape NDP policy, and run for office as a New Democrat. Together, labour and the NDP get results for working people: safer workplaces, a fair

economy, decent wages and pensions and strong social programs that make life better for all of us. Each year, at convention, CUPE members vote on a resolution to support the NDP. Last year, as usual, it was carried unanimously. This is our party. Let's get involved.

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Upcoming Events

January 14 - General Meeting - Village Green Hotel - 4801 27 ST, Vernon
Harrison Winter School - January 15 - February 17
CUPEBC convention - April 2017
BC Provincial Elections - May 9, 2017



In the **School Districts** contract (SD 67 has different protocol due to LIF agreement)

Bumping

An employee whose position is subject to reduction of hours shall be entitled to bump a junior employee provided the employee is qualified to perform the duties of the position occupied by the junior employee. If the junior employee holds more than one position, the senior employee may bump one or more of the positions held by the junior employee provided that the senior employee is qualified to perform the duties of the position(s). The displaced employee has the right to bump one junior employee provided that the employee is qualified to perform the duties of the position(s). If an employee is in the process of preparing for the required qualification at the time of notice of layoff or bumping, the employee shall be allowed to bump provided the qualifications are achieved before the schedule date of assuming the position. The laid off employee, whether part-time or full-time, may bump either a part-time or full-time employee. Where a temporary position occupied by a regular employee is terminated, the employee shall revert to their previous position.

The employee shall exercise bumping rights by informing the Employer of choice(s) within seven (7) calendar days of receiving notice under (c) above. Where an employee declines to exercise their right to bump, the right shall be forfeited for that layoff or reduction.

In the **Social Services** contract

Bumping

- (a) The Employer will identify the date that the layoff will begin.
 - (b) The laid off employee and the first two employees affected by bumping may choose:
 - (1) to be placed on the casual call-in and recall lists with no loss of seniority; or
 - (2) to bump any employee with less seniority if she is qualified to satisfactorily perform the work. An employee can bump up, but not into a supervisory position.
 - (c) Subsequent employees affected by bumping who are qualified to satisfactorily perform the work may choose:
 - (1) (i) to bump the least senior employee in either their classification or a similar classification whose weekly hours are up to four hours more or less than the employee's or
 - (ii) the least senior employee in a dissimilar classification whose weekly hours are up to four hours more or less than the employee's and that employee is junior to the employee who would have been bumped if the option in (i) above had been selected.
 - (2) if no options exist under (1)(i) above then the employee may choose to use the process in (1) above to bump within the next four hour time band. If no options are available in this time band in the employee's own or similar classification the employee may choose the next four hour time band, this process will continue until the employee bumps or there are no more time bands available to the employee.
- Similar classification means – in the same job family and in the same grid level or one grid level above or below the displaced employee's grid level.
- (d) Within five days of receiving from the Employer both the notice of layoff and all information required by the employee to make an informed decision regarding her bump options, she will provide written notice to the Executive Director of her bump choice.

President's Report

I need a more affordable BC. How about you? Are you finding it harder to make ends meet at the end of the month? Are prices going up while wages stay the same or go down? Are you working in a part-time or otherwise precarious job?

You won't find anyone in the working class bragging about the big raise they just got at work or that their job just got increased to full-time. According to Statistics Canada, 3 out of every 4 jobs created in BC last year were part-time and low paying. This is an alarming trend that speaks to a slow recovery and growth rate, according to Irene Lanzinger of the BC Federation of Labour.

The current government has announced that ICBC rates are going up a potential 42%, BC Hydro has announced a 4% rate increase (and predictions are much higher if Site C dam is built), MSP was \$780 a year in 2012 and is now \$900 (increased at 4.5% per year). Education funding is at an all time low, BC has the highest

child poverty rate in the country, housing availability is impossibly low, skyrocketing house prices and prompting some unscrupulous landlords to demand sexual favours in return for rentals, people with disabilities were offered a rate increase while, with the other hand, the government took away the subsidized bus pass (PWD pension is currently \$556 a month).

Is anyone benefitting? The wealthiest of British Columbians got a 2% (one billion dollars) tax reduction last year. And it is now recognized that the richest 10% of British Columbians control 56% of the money making British Columbia the most inequitable province in the country.

What we can do about it is simple. Look at the platform of the NDP and decide for yourself. It includes higher taxes for the rich, lower premiums (which will benefit lower income earners), \$10 a day daycare, \$15 minimum wage, increased support to



healthcare, education, and social services. They have a plan for affordable housing, an excellent job creation platform through transit and infrastructure investment, and a plan to protect the environment.

I will be running for MLA under the NDP banner on May 9, 2017. I look forward to your support so we can make a change. I hope that you will rise to the challenge and vote for a better BC.

In Solidarity,
Sylvia Lindgren
President
CUPE 523



John Horgan - leader of the BC NDP

Unit 83

Unit 83 has had two celebrations since the last newsletter. In September the Go Kart day was a big success. Thanks to Bridgid Hall and her team who made this a fun day for everyone.

On December 31 the unit held another family event. CUPE members and their

families came to enjoy an outdoor sledding party, complete with the traditional horse and sleigh team to take families for a ride around the Ranchoero loop. Kudos to Cory Thomas and Sylvia Lindgren (and their husbands) who organized this event.



Member's families enjoyed the Go Karts and mini golf in September.



Members and their families enjoyed a fun day in the snow. Hotdogs and hot chocolate kept everyone toasty warm and gifts for the kids rounded out the day. Thanks to everyone who came.

North Okanagan Youth and Family Services Society

Caroline, Alberta's Kurt Browning, four-time men's world champion, was joined by 2014 Olympic ice dance champions Meryl Davis and Charlie Davis of the U.S. for Holiday Festival on Ice, a figure skating show that took place Sunday, Dec. 4 at Kal Tire Place.

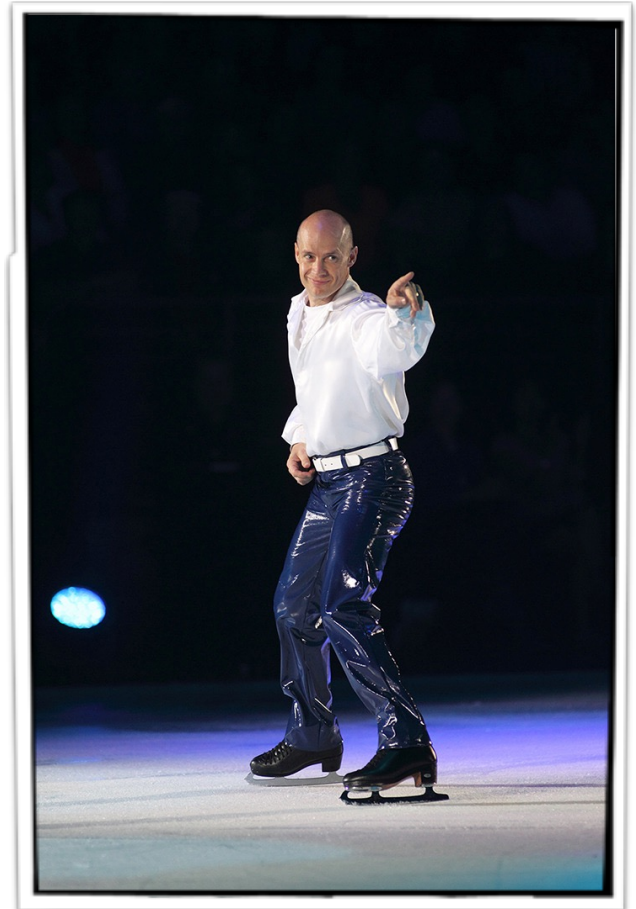
The show was promoted by Vernon's David Hesketh.

Proceeds from the show will be used to support North Okanagan Youth and Family Services Society (NOYFSS).

"Dave and I partnered up about six months ago and talked about an idea to bring a family event to Vernon that was exciting and would utilize this venue (Kal Tire Place)," said Dean Francks, director of business and fund development with NOYFSS.

"We've also worked very closely with (City of Vernon arenas manager) Stan Mitchell." Said Hesketh: "This family friendly show is a great fit in how the community can support the efforts of NOYFSS."

Fundraisers like this are one of the mandates of the social services sector across the province. While the province pays for basic programs and staff, anything extra like snacks must be provided by the agency themselves. This is done through donations and fundraising events.



Kurt Browning was the star of the show at the NOYFSS fundraiser that took place at Kal Tire Place in Vernon.

CUPE 523 Bylaws

Did you know that CUPE 523 has a set of bylaws that help guide the day to day operations of the local?

The bylaws help the local to know who makes decisions, how decisions are made, how the money will be managed, how elections are conducted, etc. For more information you can find your bylaws on the CUPE523 website.

John Howard Society



Lana Revak, a 29 year veteran of social services, received the Spirit of John Howard award. This award is presented to someone who works for the betterment of the community. Kelly Fehr presented the award commenting stating that Revak has contributed a lot to their organization and the clients.



On December 15, the Blair apartments celebrated their official opening. The ribbon cutting ceremony was well attended. This apartment was once a motel and has been converted to affordable housing. It includes a communal kitchen on the ground floor.



MacLean Fanshaw has had to step down from the unit chair position so Sylvia Lindgren is covering this position temporarily. Please refer any questions or concerns to one of your shop stewards who will contact Sylvia. Also, please consider stepping into this position. Having someone from your unit is the best way to make sure needs are met in a timely fashion. Thank you to Sarah Yerhoff for taking over the Good and Welfare position.

Good fun was had by staff as they prepared Christmas dinner for the residents of Howard House.

Unit 53

RETIREMENT PARTY

On December 3, 2016 Unit 53 (School District 53) held their retirement party at Troy's Grill in Osoyoos. The 12 retirees honoured at this Dawn Ambler, Ted Curr, Val Harkness, Yvonne Martins, Ruth McDonald, Lois Zeller, Bonnie Dickinson, Joan Avila, Kathy Hiebert, Bruce Porteous, Alanna Waunch and Tracey Peterson. CUPE 523 appreciates the dedicated service of all members and holding social events in their honour is a clear indication of that. Ray Haddow, unit chair, and several of the unit's shop stewards were happy to attend in support of their CUPE brothers and sisters. Special thanks to the members who came to show their support of the retirees and the local, and to Charlene Turnbull and Sharlene Fernades for organizing this special evening. Everyone had a great time. Good luck to the retiring members in wherever retirement takes you.



Bruce Porteous retired after 31 years with our School District 53 (pictured with Charlene Turnbull and Ray Haddow)



Scott Hasslegrave, Charlene Turnbull, Ray Haddow, Sharlene Fernades at the Unit 53 retirement party.

Meeting Highlights

In case you missed the last meeting, here are some of the highlights. At the executive meeting two grievances were withdrawn (one in 53 and one in 67), and one grievance was resolved (in unit JHS). Rob Hewitt, National Rep, reported on the possible effects of the Supreme Court decision in favour of the teachers. Karsten Bellows, Sean Harris, and Jose van Berkel were appointed to executive positions until the next Kelowna meeting in April (due to lack of quorum in October we could not hold elections). A bylaw review committee was organized to review changes regarding the Kelowna meetings. Proposed changes will be presented to the membership in the new year. Delegates were selected for convention in April 2017.

At the general meeting two new members were sworn in, the 2017 budget was presented and was passed. The treasurer's report and committee reports were presented. Discussion was held regarding the lack of quorum at the last Kelowna meeting and possible resolutions to this problem. Watch for bylaw changes to be presented in the new year.

Unit 67



Unit 67 has had a quiet couple of months. Unit Chair Dean Brotto reports that relationships with management have been respectful and that issues are being dealt with as they occur so

grievances are not having to be filed as frequently as in the past.

In November the unit hosted both the general meeting and a unit meeting. Three new shop stewards were elected and Dean is looking forward to helping them learn the ropes. The new stewards are: Tammy Carter, Robby Guenther, and Rosaura Diaz. CUPE 523's executive would like to extend their thanks to these members who have

stepped into this challenging role.

The Unit 67 Winter Social will be happening on February 18 at the Penticton Lakeside Resort. This year's retirees will be honoured at the event. Members and their guests will have the opportunity to have some fun and beat the winter blahs! Tickets will be \$20 and will include a first class dinner, dancing and lots of prizes! Be sure to mark this date on your calendar.

Communication

Do we have your correct email address and phone number? Communication is the key to avoiding and resolving most issues. In light of this, remember, if you want to know what is going on at work and in your union you need to keep your contact information up to date. There are many different reasons we might need to contact you; up to date information about wage increases and changes in benefits, invitations to meetings and social events, changes to our contract, job action, notices regarding your executive and elections, etc. If you haven't been getting information in your inbox from CUPE 523 please contact Erica, our recording secretary, and make sure she has your information up to date.

Also, if you need to change your **beneficiary** information due to a change in status (ie. divorce, death, etc) please notify your union by filling out the **Notice of Beneficiary Update Form** on the CUPE 523 website.



And don't forget, you can find us on Facebook.

Elections and Interim Executive

There have been some small changes to the executive of CUPE 523. Elections were scheduled for the October meeting in Kelowna, as per our bylaws, but due to a poor turnout we were unable to make quorum and therefore unable to hold elections. Please be advised that Sean Harris has been appointed as interim 3rd Vice President, Karsten Bellows has been appointed as 1st Vice President and Jose van Berkel has been appointed as Interim Secretary Treasurer until the April meeting in Kelowna. Please be sure to attend the April meeting in Kelowna so that proper elections can be held as per our bylaws.



CUPE 523 executive:

President Sylvia Lindgren
1st VP: Karsten Bellows (interim)
2nd VP: Deb Johnson
3rd VP: Sean Harris (interim)
Rec Sec: Erica McDowell
Sec Treas: Jose van Berkel (interim)

Unit chairs:

JHS : Sylvia Lindgren (interim)
NOYFSS Craeg Pohorelic
SD 53 Ray Haddow
SD 67 Dean Botto
SD 83 Cory Thomas

Trustees:

Nancy Boisvenue
Bonny Keir
Sandi Ward

Committees:

Occupational Health and Safety
Entertainment
Education
Good and Welfare
Shop Stewards
Communication

National Rep: Rob Hewitt

Our office:

288 Westminster Ave.
Penticton, BC

Our phone number:
250-492-2982

Our website:

<http://cupe523.ca>

Also, find us on [Facebook](#)

Email Address: cupe523gen@gmail.com

National Rep Office

Rob Hewitt

Suite 303-1912 Enterprise Way
Kelowna, BC V1Y 9S9



CUPE 523 Office
416 Westminster Ave.
Penticton, BC

Mailing Address
c/o Jose van Berkel
#2 – 624 Young Street
Penticton, BC V2A 5T2

Phone: 250-492-2982
Toll Free: 1-877-287-3523
Website: 523.cupe.ca
Email: cupe523gen@gmail.com

MEETING DATES FOR 2016/17

September 17th, 2016 10:00 am	Oliver Community Centre 6359 Park Drive	Oliver
October 15th, 2016 10:00 am	CUPE Kelowna Area Office #301 1912 Enterprise Way	Kelowna
November 19th, 2016 10:00 am	IMC 425 Jermyn Avenue	Penticton
January 14th, 2017 10:00 am	Village Green Hotel 4801 – 27 th Street	Vernon
February 25th, 2017 10:00 am	The DESC 341 Shuswap St. S.W	Salmon Arm
April 8th, 2017 10:00 am	CUPE Kelowna Area Office #301 1912 Enterprise Way	Kelowna
May 6th, 2017 10:00 am	IMC 425 Jermyn Avenue	Penticton
June 10th, 2017 10:00 am	The DESC 341 Shuswap St. S.W	Salmon Arm

CUPE 523 Mission Statement

*To unite and encourage all members through Union Solidarity,
giving us the power and strength to secure and defend our rights as workers.*