



Local 523

UNIT REPORTS

For September 2022

SD67 - Okanagan Skaha

Grievances:

- At the time of writing this report there are none, but there is an issue to discuss with the Executive / President regarding a potential grievance, specifically Article 12 (F) *Promotions Requiring Higher Qualifications*

Unit Reps:

- Shawn Melnyk, Pat Styles, Molly Ehmann, Roberta Hormes, Matt Ferguson

Training:

- None since the last report in June. I have tried to get into mobilization and bargaining training with no luck. No courses are currently being offered, except for one that is for Local 15 only.

Bargaining Issues:

- No new ones have been brought to my attention.

Unit Activities:

- SD 67 Unit Meeting coming up on October 16th. Will be held to accommodate the different segments of our unit:
 - o Custodians
 - o Clerical
 - o Maintenance (including bus drivers)
 - o EA's (including Strong Start)
- Meeting was supposed to be held in September but postponed due to the sudden stat holiday that was announced after Queen Elizabeth passed away.

Challenges:

- As has been ongoing, more EA's are required in Penticton, particularly in Indigenous Education as well as personal care positions.

- J.E. is ongoing with the Employer. The Employer has a new HR manager who is learning the process, and the other person on their committee resigned over the summer. There are a few JE's that need to be done but will most likely not be gotten to until at least January 2023.
- Strong Start is in need of support as they are not receiving the Provincial Wage Enhancement other ECE's in the province are getting.
- Time is short but I am considering a local Trustees forum before the Municipal Election. I have reached out to OSTU and DPAC for collaboration opportunity.
- SIA Funds were being withheld by the Employer, but after some prodding from the Union the money was rightfully extended again to the EA members.
- Seamless Child Care is something that needs to be addressed by this Unit.
- One member in SD67 was helped by the hardship fund with \$500.

In Solidarity;

Terri Phillips
Unit Chair SD67
CUPE Local 523

SD53 - Okanagan Similkameen

Grievances: None at this time

Stewards Unit Reps: Kris Keith, Melanie Harriman, Heather Owens

Education Rep: Melanie Harriman

Communication Rep: Kim Dragseth

Good & Welfare Rep. Sarah Wilkie

OH&S Rep: Charlene and Heather Owens

We Need more Stewards, we are still looking for stewards to join our team! If this is something you think you would be interested in doing, please reach out to one of our stewards or Unit Chair for more info. Stewards are **provided with training** to help them in this role. All our contacts are located on our Local523 website. Education for this role is located on CUPE BC Website [Workshop Catalog | Canadian Union of Public Employees \(cupe.ca\)](#) Please contact your steward or Unit Chair.

Bargaining:

- The Bargaining Team Consists of Myself, Melanie Harriman (Steward), Tammy Carter (President), and Kyle Clark (Sec Tres.)
- The Bargaining team has prepared Proposals and will be meeting with Employer Sept 26 to go over protocols.

- We have other dates set up for Bargaining in November with the Employer
- Watch for important Unit for Ratification meetings and updates.

Unit Information:

- Please make sure that we have your Personal email and up to date information, if you moved or your status changes, we need to update our files, so please reach out to Kim Dragseth as she is our Communications rep for our School District Unit.
- All information is located on our Local 523 website, you can also join our Facebook page!!! Stay informed!
- Health and safety is important and we need to make sure we have CUPE representative at each work site, please reach out if your site doesn't have this, or reach out to your supervisor if you would like to join your committee at your site. We want to make sure all employees are working in a safe environment.
- We also need to remember not to use our school district email for union work, please only use your personal one!! Please reach out at any time to your Unit Chair or stewards if you have any questions or concerns.
- Thanks again for all your hard work with our students and making our schools safe for everyone! We appreciate all of you!

In Solidarity,
Charlene Turnbull
Unit Chair SD53
CUPE Local 523
Email: unit53@cupe523.com

SD83 - North Okanagan Shuswap

NOYFSS

Grievances:

There is one grievance at the time of this report.

There is a continuing issue with a previous member who is on LTD. Union was not notified until management asked the previous Unit Chair to support this previous member. This work is ongoing.

Unit Reps:

NOYFSS shop stewards are Melissa Ferguson, Craeg Pohorelic, Kim Ouellette, Rob Young and Alica Mercer (maternity leave until June 1st, 2023).

OHS Reps:

Kathie Swift, Kim Ouellette

Good and Welfare Reps:

Joy Johnson (CBS) and Melissa Ferguson (SHSS)

Communication Rep:

Nikki Kazimer

Education Rep:

Vacant. *Please send to Unit Chair if needed.*

Training:

All shop stewards require training either full training or a refresher. Kim Ouellette has registered for training.

Bargaining Issues:

Bargaining was attended on March 14th, 2022, at 2pm.

Discussions were held, and the meeting was completed with agreement to MOA#1 changes.

Awaiting ratification after completed provincial bargaining.

Unit Activities:

NOYFSS still requires more shop stewards. If you are interested, please let the Unit Chair know and we can get you registered for training. Please make sure we have your updated/current information. There will be a unit meeting in person at Martens Brew Pub at 4:30pm on September 29th, 2022, in Vernon. We will be meeting with members from Turning Points. Hope to see everyone there.

Challenges:

Unit Chair could use some help with attending meetings with management. Shop Steward training is imperative to ensure our members can be supported. SHSS (Specialized Homes) is struggling with a lack of staff currently. Remember to take care of each other!

In Solidarity,

Samantha Symons
NOYFSS Unit Chair
CUPE Local 523

Turning Points

Grievances:

Three new grievances have been started with the statement of facts. All are for dismissals. One grievance is in abeyance pending the member's return to work. Two grievances have been settled. We are currently working through a situation of Bullying and Harassment and will begin formal meetings this week. Bullying and Harassment seems to be the biggest issue in my Unit at this time.

Unit Reps:

Stewards: Bob Crozier, Gbolahan Oyenola (Oye), OSH: Zoey Froemgen, Shaun Coulthard, Kaj Paget, Bob Crozier, Good and Welfare: Jessica Smiley, Communications: Arielle Ostrander

Training:

I took a ½ day office 365 and Teams training. We have some upcoming OS&H training in October. I have been unable to obtain/attend mobilization and bargaining training.

Bargaining Issues:

We have completed our local issues bargaining and will be bringing forward the document for ratification once the Provincial bargaining has been completed. Provincial bargaining is ongoing.

Unit Activities:

September 29th Unit Meeting at Martin's Brew Pub 430-6:30 Vernon – In person with NOYFS
October 04 Cupe523 and TPCS Joint Appreciation BBQ 1-5pm at Creekside Park in Vernon.

Challenges:

While our membership continues to grow, activism and Unionism do not seem to be growing at the same rate. As Local Chair I am finding it difficult to service all the members with little to no additional members stepping forward. Local elections for our Unit are coming up this year and I would welcome members to step forward. We would really benefit from having a Steward at each worksite and forming

committees to enhance our education and communication. Training will be provided. Remember our Union is only as strong as our members.

Our members and worksites continue to be overworked and understaffed. I am concerned. Burn out is real. Let's work towards a work-life balance. The good news is that the workplace culture is shifting, however not fast enough and members are continuing to resign and move on rather than continue to have to dread going to work. What can each of us do to improve the workplace and be more inclusive to our fellow co-staff? How do we improve the culture?

**In Solidarity,
Roxie Round, Unit Chairs**

COMMITTEE REPORTS:

Health & Safety – President

Dear Members,

The local health and safety committee did not meet over the summer months as some of them were on summer layoff. Our first meeting will be October 18th and health and safety training on October 19th. This is exciting as a lot of the team have not had any health and safety training. It is exciting that we can offer this so that they know what they are doing in their health and safety committees and teams.

A reminder that each site should have a CUPE Health and Safety person who sits on the site committee. If you know your site has a vacancy and are interested in sitting in this role, please contact your Unit Chair and your health and safety committee person.

The local health and safety committee are working together to message out about safety for all members. We remind you that if you are feeling unsafe at work there are ways that you can get help. Please reach out to your unit chair or contact person from your unit. They can assist you in the process to follow.

We wanted to draw your attention to a resource that we found useful. There is a lot of information on this website, and are encourage to look at the link below.

[OHS Resources & Tools - BC Public School Employers' Association \(bcpsea.bc.ca\)](http://bcpsea.bc.ca)

Local Health and Safety Committee are listed below:

TPCS

Bob Crozier – rwobcrozier.377@gmail.com,

Shaun Coulthard – shawncoulthard@yahoo.com,

Zoey Froemgen – zoeyfroemgen@gmail.com,

NOYFSS

Kathie Swift – conexusconsultingservices@gmail.com,

SD83

Angela Pittman – crowandchick@hotmail.com,

Amanda Thielan – a_crawley@live.com,

SD67

Lorie Zachariuk – 2vp@cupe523.com,

SD53

Heather Owens – howens227@gmail.com,

Charlene Turnbull – unit53@cupe523.com,

SCS

Shawn Carter – briskbc@gmail.com,

Have a great fall and stay healthy

Tammy Carter

OH&S Chair

250-462-3343

President@cupe523.com

Education - 2nd Vice President

- An email has been sent out to all OHS CUPE site Reps in SD 67 the upcoming dates for OHS Training for new (or previous reps who haven't taken it yet)

Here are some more training opportunities for our members

Introduction to Stewarding - Part 1 & 2 (OLS)

Dec 14, 2022 | Online, British Columbia | English
Introduction to Stewarding - (OLS)

Part 1 - 9am to 12pm
Part 2 - 1pm to 4pm



Introduction to Stewarding - Part 1 & 2 (OLS)

Oct 12, 2022 | Online, British Columbia | English
Introduction to Stewarding - Part 1 - 9am to 12pm
Introduction to Stewarding - Part 2 - 1pm to 4pm

Steward Training 1 & 2 (Waitlists)

Spaces available

Introduction to Stewarding - Part 1 & 2 (OLS)

Nov 9, 2022 | Online, British Columbia | English
Introduction to Stewarding - (OLS)

Part 1 - 9am to 12pm
Part 2 - 1pm to 4pm

Introduction to Stewarding - Part 1 & 2 (OLS)

Jan 11, 2023 | Online, British Columbia | English
Introduction to Stewarding - (OLS)

Part 1 - 9am to 12pm
Part 2 - 1pm to 4pm

Stewart Training Series

Dec 7 – wait list

SLS - Grievance handling (OLS)

Dec 7, 2022 | Online, British Columbia | English

In this online workshop, you will share tips and successful practices with other stewards, and learn strategies for handling difficult grievances.

Jan 25 – spaces available

SLS - Grievance handling (OLS)

Jan 25, 2023 | Online, British Columbia | English

In this online workshop, you will share tips and successful practices with other stewards, and learn strategies for handling difficult grievances.

Health and Safety - Part 1 & 2 (OLS)

Nov 23, 2022 | Online, British Columbia | English
Health and Safety - An Introduction (OLS)

Part 1 - 9am to 12pm

Part 2 - 1pm to 4pm



Upcoming OHS Training – Wait lists

Spaces Available

Health & Safety Introduction - Part 1 & Part 2 (OLS)

Sep 28, 2022 | Online, British Columbia | English

Health & Safety an Introduction - Part 1 (OLS) - 9am to 12pm

Health & Safety an Introduction - Part 2 (OLS) - 1pm to 4pm

Health and Safety - Introduction - Part 1 & 2 (OLS)

Oct 19, 2022 | Online, British Columbia | English
Health and Safety - An Introduction (OLS)

Part 1 - 9am to 12pm

Part 2 - 1pm to 4pm

Challenging Racism (OLS)

Nov 16, 2022 | Online, British Columbia | English

This online workshop covers what racism looks like in our society and in our union, and your role in challenging it.

Participation in this online workshop qualifies for a stamp in the passport for the Stewart Learning Series (SLS) for Challenging Racism in the Workplace.

Challenging Racism – Online Series - 10 Spaces Available - REGISTRATION DEADLINE Nov 9, 2022

Introducing to Allyship – Online Series – 18 Spaces Available - REGISTRATION DEADLINE Nov 23, 2022

Introduction to Allyship (OLS)

Nov 30, 2022 | Online, British Columbia | English

Participants will learn how to build a practice of allyship in their personal lives as well as in their locals, workplaces and communities. Learners will explore definitions, principles and applications of good allyship, and discuss related topics like white supremacy, privilege, comfort zones and strategies for collective action.

Steps For Attending Education

All members in good standing are eligible to apply to participate in CUPE educational opportunities.

- 1) Complete Education Request form on our cupe523 website
- 2) Wait for approval confirmation email from 2nd VP
- 3) Enter absence with employer, approval confirmation required
- 4) Register for desired education on CUPE BC website
- 5) Forward registration confirmation to 2nd VP @ 2vp@cupe523.com
- 6) Complete a "Book-off" form on our cupe523 website
- 7) As stated in our bylaws All members who receive union education shall submit a written report to the Education Committee.

If you would like to see a specific type of education requests can be made at any General meeting or by contacting a member of the Education Committee, or the 2nd VP. All education received by members shall be tracked by the 2nd VP.

In Solidarity,
CUPE Local 523
2nd VP-Lorie Zachariuk
2vp@cupe523.com

Communication - 2nd Vice President

- I have contacted the people on the ongoing Retirement Seminar waitlist. Telling members that their names still remain on the list (not lost or forgotten) and confirmed with everyone if they are still interested in attending the next seminar. Hopefully we will receive information regarding one this coming year.
- It's never too early to start planning for your retirement. Learn about government and workplace pensions and leave with some good tools to help you prepare financially and psychologically. If you would like to have your name added to the waitlist, please fill out the retirement seminar form on our cupe523 website.
- Notices for all general meeting dates for 2022-23 have been sent out to site bulletin boards, as well posted on our website.
- I'm finishing up compiling the Fall Newsletter, watch for it to come out in Early Oct.
- Don't forget to check out our website and Facebook page for up-to-date information and contacts. While you're there, make sure you don't miss out on current information be sure to add your name/email to our mailing list.

In Solidarity,
CUPE Local 523
2nd VP-Lorie Zachariuk
2vp@cupe523.com

Entertainment - 3rd Vice President

This committee consists of three members from the local. Currently they are Shawn Smelnyk, Kaeli Crawford and Roberta Hormes. The 3rd VP chairs this committee.

The committee has not met since the last executive meeting in April. There is nothing to report.

Good & Welfare - 3rd Vice President

The majority of our reps are using the new recording document and it seems to be working fairly well. We will continue to work on new features like having the document keep an ongoing record of total as money is withdrawn, much like a book keeping program. This way totals can also reflect the amount of money in the kitty while they are purchasing gifts/cards and when they receive a top up from the local.

NOYFSS – Joy Johnson – Joy was able to send out 3 cards/gifts since May. There was a birth to celebrate in July, a bereavement in August and another bereavement in September. \$50 gift cards were also sent with the cards.

TPCS – Jessica Smalley – No report

SD67 – Deborah Rivest – No report

SD53 – Sarah Wilkie – Sarah sent out two cards, both sympathy occasions. One was in June and the second was in September. Both gifts were valued at \$50.

SD83 – Jennifer Harper – Jennifer was very busy over the last few months sending out six cards and gifts. All the gifts were sent in September. One was to welcome a new baby, two were for a marriage between two of our members, and three were bereavement occasions.

In Solidarity,
Sylvia Lindgren
3rd Vice President
CUPE Local 523

OMDC - <https://omdc.cupe.ca/>