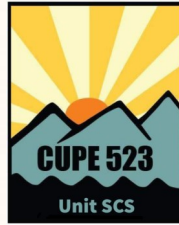


**CUPE 523
NEWSLETTER**

Fall 2022

CUPE Welcomes



New CUPE Local 523 Members from Summerland Community Support

Workers at Summerland Community Support are the latest members to join B.C.'s largest union following a four-week education campaign.

The newest CUPE members will become a new unit of CUPE 523, a regional local representing education and community social service workers across the Okanagan.

“We are excited to welcome these new members in Summerland, and we are looking forward to working together to improve the wages, benefits and working conditions of these critical community workers,” said Tammy Carter, CUPE 523 president.

Summerland Community Support is a community organization offering programs and supporting local residents living with developmental disabilities. The organization’s workers provide a diverse range of services, including recreation programs, arts and crafts classes, nutrition and fitness programs, and life skills.

“We love what we do, and love working for Summerland Community Support,” said Sunnie Waters, spokesperson for the newly unionized CUPE 523 members. “Joining the union was about making our jobs more sustainable, addressing affordability for our families and helping us better serve our community.”

We respectfully acknowledge that our homes, place of work and meetings are located on the ancestral, traditional and unceded territories of the Sylix People of the Okanagan and Secwepemc Nation.

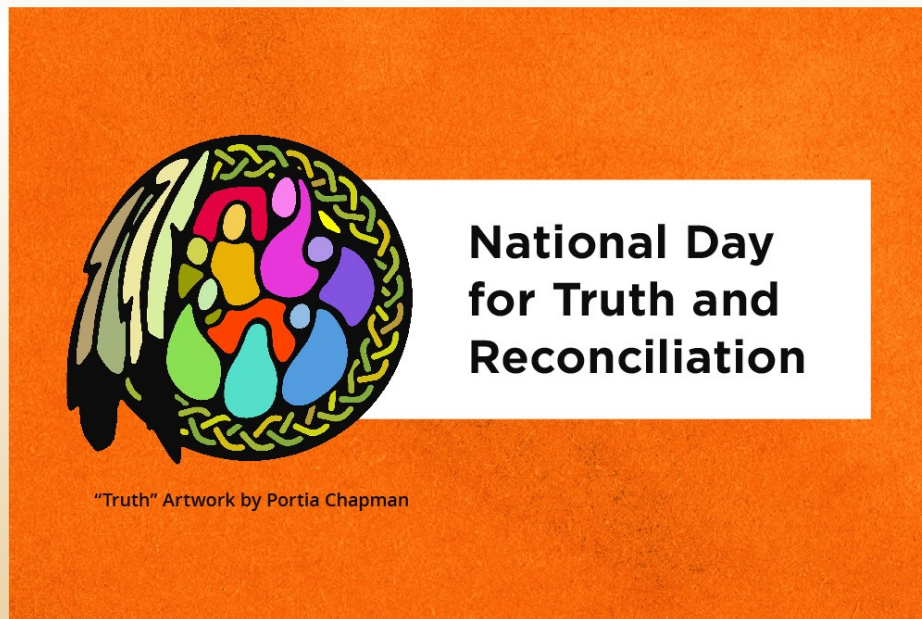


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Truth and Reconciliation Day Sept 30, 2022

CUPE BC acknowledges that the province of British Columbia is located on the homelands of 203 distinct Indigenous nations and cultures; with more than 30 different languages and close to 60 unique dialects spoken in the province. We ask all CUPE members to reflect, acknowledge and honour in their own way the First Nation land on which they live, work and play.



The National Indian Residential School Crisis Line provides 24-hour crisis support to former Indian Residential School students and their families

The National Residential School Crisis Line 1-866-925-4419

Calls to Action

What are the 94 calls to action truth and reconciliation?

The 94 Calls to Action (CTAs) are actionable policy recommendations meant to aid the healing process in two ways: acknowledging the full, horrifying history of the residential schools system, and creating systems to prevent these abuses from ever happening again in the future.



Prevention, according to the CTAs, will happen by:

- 1) Teaching all Canadians the reality of Indigenous Peoples' treatment
- 2) Creating educational and economic opportunities for Indigenous Canadians so they can fully participate in society

https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls_to_action_english2.pdf

Presidents Message



Welcome back to all those who had the summer off. For those who worked throughout the summer, I hope you found time to rest. As we move into fall, I can say it seems busy for all.

As you would have read in your emails over the summer, Local 523 welcomes a new unit to our umbrella. Welcome **Summerland Community Support (SCS)** to our local. We look forward to being able to support you as our members.

Local 523 has always been a composite local. We still are and now our structure looks like this: 3 school districts (SD53, SD83, SD67), and 3 Social Sectors (TPCS, NOYFSS, and SCS).

Since the last report out to members, I can say that it has been a busy one with supporting members in all units, meetings all unit Chairs, National Rep meetings, Grievance Meetings, bargaining meetings and prep to get ready to mobilize our members and strike prep in case we needed to enforce a strike. There are a lot of things that need to be done to make a lot of things happen for our members and I am honored to be in this role to do so.



The Provincial Bargaining teams for the K-12 and CSS have been in full swing as well. I, myself sit on the K-12 Provincial Bargaining table, and yes, there has been a tentative agreement. This tentative agreement will go to the President Councils and then once they agree it will be brought to the members. Hopefully you will get an update this week.

The CSS Provincial Bargaining Table, Bob Crozier, member of TPCS. They are still bargaining and as we know more information, we will share it with you all.

As you continue through the fall, I encourage you all to reach out to your unit chair, or steward if you need help or have questions. If you are interested in getting involved in a big or small way, please do so. We are stronger together and there is always something that can be done. Enjoy the fall weather while it lasts and stay healthy.

Thank You,

Tammy Carter

President, local 523

250-462-3343

President@cupe523.com



Bargaining 2022 Update



Bargaining – What now?

Community Social Services (CSS) Provincial Bargaining

CSS provincial bargaining is still going on. When they have any information, they will send out a bulletin to us to share with you. Please make sure you watch your emails and attend your unit meetings for the most up to date information.

Once CSS provincial table is done bargaining, we will set up meetings with CSS members to Ratify (Vote) on both the local and provincial agreement. The provincial table has to be done before this meeting happens.

Once this is done, the new Collective Agreements will be processed and made available to all members.

K-12 Bargaining Updates

K-12 Provincial Bargaining has reached a tentative agreement. They brought this tentative agreement to the President's Council where the President's vote. All three-unit chairs, James Fox, Terri Phillips, and Charlene Turnbull have a vote at this president's council meeting. The Provincial Framework Agreement (PFA) has now been voted on to bring it to the members. This was sent to all members of the K-12 Sector.

Once bargaining is done and there is a new Collective Agreement it will be completed and made available to all members.



Unit 83, Unit 67 and Unit 53 bargaining team have been meeting throughout last school year as well as this school year. Members can expect the following to happen:

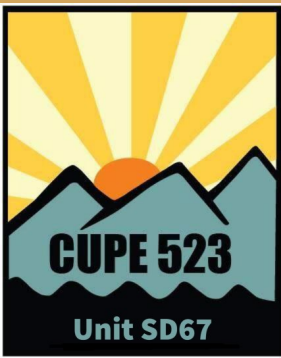
1. Each Units bargaining team will have another meeting before we bargain with the Employer.
2. There will be unit meetings for ratification vote on the proposals we will bargain with the Employer. A ratification vote is when each unit decides on the proposals that the bargaining committee will put forward.
3. Then we start bargaining with the Employer. At this time each unit has 4 bargaining dates set up with each Employer.
4. After the bargaining with the Employer is done, each unit will have a meeting on ratifying the local agreement and the provincial framework agreement.
5. Bargaining and the ratification votes need to be completed by January 15th, 2023.
6. Once bargaining is done and there is a new Collective Agreement it will be completed and made available to all members.

Strike Update for both CSS and K-12

- ◆ At this point there is no strike.
- ◆ There are rules in which we have to follow for strike.
- ◆ Firstly, the tables need to start negotiations with the Employer.
- ◆ If there is an impasse, then there needs to be a strike vote.
- ◆ This vote happens by the members. We are not there yet. The union will be updating you throughout the process.

In the coming weeks there will be a more informative newsletter regarding bargaining will come out





SD 67 Unit Chair Terri Phillips



Welcome Back to School SD 67 CUPE Members!

I am hoping you all had a restful and relaxing summer - and for those of you who work 11 and 12 month positions, I hope you had a little downtime yourself.

We ended our year on a high note with a Family Fun Event in Penticton at Loco Landing that was attended by over 300 people. It was great to see so many people out and together again as we continue to slowly make our way further from the pandemic years. Thank you to all who attended, and we look forward to seeing you

at an upcoming winter event stay tuned!



Our Units are spending their E.I. Funds in many different ways, attend a Unit meeting to find out more!

www.523.cupe.ca



As we begin the new school year, I know there is a lot of uncertainty and questions regarding the bargaining that is ongoing, both provincially and locally. Please know that your representatives are working hard for you, and everyone wants the best for us all. I am personally not on the provincial bargaining team, but I do have great faith in those we have sent to represent us, and I believe they are working for our best interests.

Once provincial bargaining has been completed, local bargaining will begin. I am, as Unit Chair, a part of that. On that team with me is Tammy Carter, President of Local 523, Kyle Clark, Secretary Treasurer of Local 523, Bonnie Hartskamp, Member of Local 523 and Logan Lamerton, National Representative for Local 523. I assure you we will all be at the table putting our best feet forward in bargaining in the best interests of our members.

Going forward into our new school year, I encourage everyone to keep showing up with a good attitude and putting their best effort into their jobs. Please, if there is something that is not going right with your positions or at your worksites, reach out to me or one of our amazing Shop Stewards. All our contact information is available on the CUPE 523 Website. We are all here to talk, listen and to support you as members. Please do not sit alone with a situation that is bringing you grief, and please, do not air your grievances at the local coffee break table - that will just create more issues. Bring problems forward to your representatives so we can help find solutions.

Also, this has been asked before and I am putting it out there again. I am seeking one or two members from each worksite to please step forward to be a representative of your school / shop / office. This will not entail much more than receiving communication from me and then sharing it out to your coworkers whom you see each day. I may ask you to come to a meeting once or twice a year, but it would be very easy, and I always provide snacks! This is just another means of sharing information, as we do with our website, Facebook page, bulletin boards, etc. The more people who are in the know of union goings on, the better. **An informed union membership makes for a stronger union!** If you think you can be this representative, please contact me at unit67@cupe523.com

Finally, please plan to attend the Unit Meeting on Sunday, October 16th at our office located at 416 Westminster Ave in Penticton. The meeting will be round table, meaning no overly formal set agenda - I'm just there to hear the concerns of the members and see how I can best help you. More information about the meeting and times can be found on the local website or your site bulletin boards.

In Solidarity.
Terri Phillips

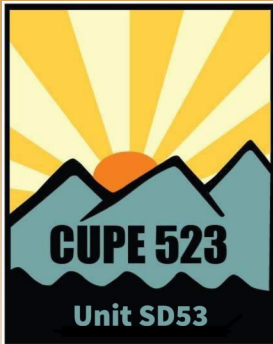
Unit Chair: Terri Phillips

Email: unit67@cupe523.com

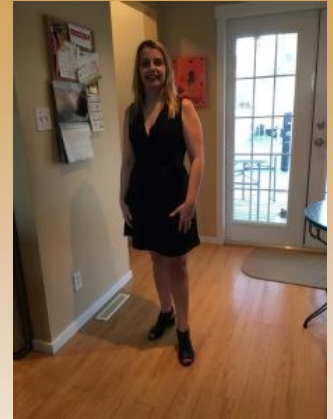
Phone: 250-488-6968

www.523.cupe.ca





**SD 53
Unit Chair
Charlene Turnbull**



Welcome back to all our school employees, and thank you to our Grounds, Custodians, and Maintenance crew for working so hard over the Summer!! Our students and I appreciate you all and we would not have a successful school year without you.

Updates:

Ratifying Dates for bargaining. A Meeting (on Teams) for ratifying proposals followed by a unit meeting (On Teams) will be held on October 15, 2022 at 10am -12pm so please attend the meeting as every member has the right to vote for Collective Agreement proposals.

A Collective Agreement is an agreement that is made between the Local and the Employer, it can be located on your CUPE Boards at your site or on our website CUPE 523 – Representing school and social service workers in the Okanagan.

Also, on our Local 523 website you can find all the updates on our unit and contact info for our committees.

Stewards play an important role in our Unit and I am looking to fill 4 more spots. If you or someone you know would make a good steward, please reach out. You can get FREE Training for this role, be part of the solution!!



I am also looking to create a **Mobilizing Committee**, and I am looking for a person at each site. What this role entails:

- Updating members on bargaining- including stages
- You will be provided with a script and informed of any changes
- Collecting members personal emails/cell #'s
- Informing members of meetings and important dates
- Educating members on the bargaining process (you will be provided this info)

I know how important Health and Safety is at each site so please make sure you know who your CUPE rep is or if you don't have one speak to your supervisor or Admin on joining that committee. We want to make sure all areas are safe, and all employees know their rights.

Please reach out to me or a steward at any time you are unsure of a situation, or if you're interested in learning more about the Union! Attend Union Meetings to get yourself familiar with how the Union is run.

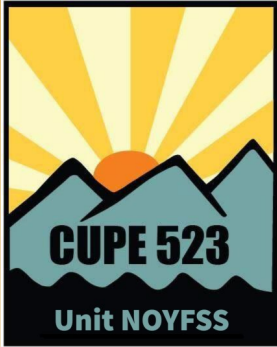
In Solidarity
Unit Chair SD53
Charlene Turnbull

Unit Chair: Charlene Turnbull

Email: unit53@cupe523.com

Phone: 250-485-7302





NOYFSS Unit Chair Samantha Symons



NOYFSS

North Okanagan Youth & Family Services

North Okanagan Youth and Family Services Society is a leading community social services agency that aspires to strengthen the family through healthy relationships. NOYFSS provides a broad range of social programs reflecting the dynamic needs of our community. Through support programs, education and specialized home services, we strive to strengthen, nurture and protect the healthy development of our children, youth and families.

Interior Savings funds ADHD lending library through NOYFSS

Through its Community Investment Fund, Interior Savings has provided a grant to North Okanagan Youth and Family Services Society (NOYFSS) to create a brand-new ADHD Lending Library. “This new resource will help us to empower families to learn more about ADHD, providing strategies to caregivers, creating better executive functioning and emotional regulation for their children.” Says Samantha Symons, ADHD Child & Family Counsellor at NOYFSS. The Lending Library will offer free resources such as activities and books that can be shared amongst group members to support homebased learning and practice their new skills.



In the Photo: Tim Hendren - Branch Manager – Vernon Interior Savings

Samantha Symons - Child & Family Counsellor - ADHD/ Quality Assurance Coordinator NOYFSS

Photo credit: Roger Knox

www.523.cupe.ca



NOYFSS & The Vernon Silver Star Quilters

One mandate of the guild is to reach out to community groups and wrap them with gifts of warmth.

In 2021-22, the membership finished 116 quilts, donating many of them to a variety of community groups. NOYFSS was one of those lucky recipients.



NOYFSS program supervisors for Mara and Sage House, Nikki Kazimer and Melissa Ferguson receiving a few of the quilts VSSQ gifted last year to the community alongside VSSQ President Joan Mueller.

Photo: L. Breneman

Unit Chair: Samantha Symons

Email: noyfss@cupe523.com

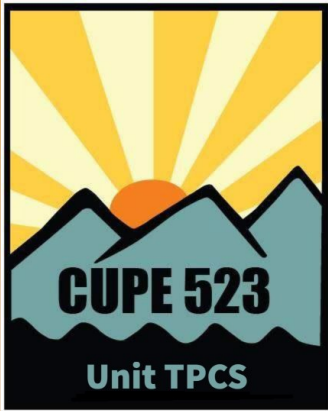
Phone: 250-306-9722

Education Opportunities ...

Contact the Education Rep. in your unit to request to attend courses that are being offered through CUPE BC. www.cupe.bc.ca/resources/union-education

www.523.cupe.c



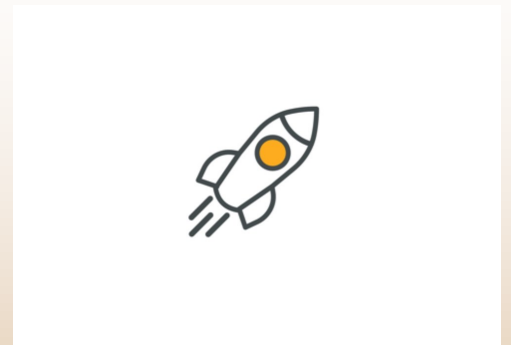


**TPCS
Unit Chair
Roxanne Round**

Turning Points Collaborative Society provides outreach, shelter services and various housing options for vulnerable people experiencing, or at risk of experiencing, homelessness in the Okanagan. We also offer employment programs, addictions recovery programs and affordable housing options. We believe in the inherent dignity of the people we serve and seek to support them as the experts in their own lives.

Our Mission

To achieve safe and sustainable housing in our communities by providing a continuum of housing, promoting health, and offering community outreach, employment and addiction services.



Unit Chair: Roxanne Round

Email: tpcs@cupe523.com

Phone: 250-540-0145

www.523.cupe.ca



CUPE EDUCATION

If you are considering a role as a Shop Steward in your unit CUPE offers amazing training opportunities to help you be a successful Steward. Here are some of those training opportunities for our members.

Stewards, to apply, please contact your Unit Chair.

- ◆ **Steward Training 1 & 2 - Oct 12/22 (Online Series)**

<https://cupe.ca/mrm-union-education/event/5524>

- ◆ **Steward Training 1 & 2 - Nov 9,2022 (Online Series)**

<https://cupe.ca/mrm-union-education/event/5528>

- ◆ **Steward Training 1 & 2- Dec 14, 2022 (Online Series)**

<https://cupe.ca/mrm-union-education/event/5535>

- ◆ **Steward Training 1 & 2 - Jan 11, 2023 (Online Series)**

<https://cupe.ca/mrm-union-education/event/5536>

- ◆ **Challenging Racism (Online Series)** This online workshop covers what racism looks like in our society and in our union, and your role in challenging it.

<https://cupe.ca/mrm-union-education/event/5529>

- ◆ **Intro to Allyship (Online Series)** 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.

<https://cupe.ca/mrm-union-education/event/5532>

For General Education please contact the Education Rep in your unit, or 2nd VP Education Chair Lorie Zachariuk at 2vp@cupe523.com

All our Units are recruiting new Shop Stewards. Please reach out to your Unit Chair if you are interested in finding out more information about the valuable work our Stewards do. A very fulfilling role as we support our members.



Occupational Health & Safety Committee Reps

Mandatory training

The requirements for mandatory training are different for joint committee members and worker health and safety representatives. This training is provided through your employer. At your next OH&S meeting inquire when the next available session will be.

Joint committees

All joint committee members selected on or after April 3, 2017 must receive eight hours of training and instruction on the following topics:

- The duties and functions of a joint committee
- The rules of procedure of the joint committee
- The requirements around conducting incident investigations
- The requirements around conducting regular workplace inspections, and how to make regular inspections
- The requirements around responding to a refusal of unsafe work

The requirements for annually evaluating the joint committee

Annual education leave

All joint health and safety committee members and worker health and safety representatives are entitled to eight hours of leave per year to attend occupational health and safety training. For information on courses near you, contact the OH&S Representative for your unit. Furthering your health and safety education and upgrading is provided and paid for by CUPE 523. A education application is required if you are interested in further education in the OH&S field.

Questions can be directed to the education rep in your unit or 2nd VP Lorie Zachariuk at 2vp@cupe523.com

Check out Joint Health and Safety Committees - Frequently Asked Questions

<https://www.worksafebc.com/en/resources/health-safety/information-sheets/joint-health-safety-committees-faq?lang=en>



Retirement Seminar Information

All members whose names are on the ongoing Retirement Seminar waitlist, have been contacted by 2nd VP Lorie Zachariuk, reminding members that their names still remain on the list (not lost or forgotten). Confirmation has been made *by some* as to still being interested in attending the next seminar. Hopefully we will receive information regarding a seminar coming year soon.

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.

<https://523.cupe.ca/resources/forms/>

IMPORTANT

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, leave 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.
- 8) Have fun learning new and exciting topics as a Union member!!



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.

Water is life Campaign: Listen, Learn, Act



Water is life, but for far too long, Indigenous peoples have had to fight to protect this precious resource and vital service.

CUPE is committed to working towards truth and reconciliation. Our Water is life campaign recognizes the strength and dignity of Indigenous peoples who have been affected by water injustice, and who have fought for change.

The campaign raises awareness about the ongoing struggles of Indigenous peoples, and shows how CUPE members can listen, learn, and act.

Today, many Indigenous peoples in Canada don't have access to safe, clean drinking water. This violates the internationally recognized human right to water.

Tackling boil water advisories in First Nation communities is just the start of what's needed to end water injustice and discrimination. CUPE's Water is life campaign looks at what it will take to ensure access to clean water for all Indigenous peoples.

Government inaction and corporate pollution threaten water sources on treaty lands and traditional unceded territories. CUPE's Water is life campaign challenges environmental racism and supports Indigenous peoples as water stewards and protectors.

CUPE's Water is life campaign is all about listening, learning and building solidarity. CUPE members are allies in this struggle. Visit cupe.ca/water-is-life to learn more and share with your local and in your community. Watch for more resources and updates soon.

Check out the Water is life: Listen, learn, act fact sheet

<https://cupe.ca/sites/default/files/>



How long have Indigenous peoples struggled to access clean water?

For hundreds of years, many First Nation, Inuit and Métis communities have struggled with access to clean drinking water, as well as other necessities like quality food and safe housing. The impacts of colonization and ongoing colonialism for Indigenous peoples in Canada include a lack of access to basic needs and rights such as housing, equitable education and employment opportunities, and clean drinking water.

The current federal government has zeroed in on ending long-term boil water advisories in First Nation communities. But that's just the start of what's needed to end decades of water injustice and discrimination once and for all.

In 1876, the federal government introduced the *Indian Act*. Under the *Act*, the government is responsible for building and upkeep of infrastructure on First Nation reserves such as drinking water treatment plants and pipes to deliver water to homes and other buildings.

Since then, the federal government has chronically underfunded First Nation reserves, including water infrastructure needs. Governments have harmed access to clean water for Indigenous peoples in many other ways. One example is the forced relocation of Indigenous peoples onto reserves that were sometimes very far from their traditional territories. Government inaction on pollution and industrial accidents caused by corporations has also harmed water sources.



The focus on long-term boil water advisories in First Nation communities is just the start of ending water injustice and discrimination once and for all.



Artwork: Aaron Paquette



Read more at:

<https://cupe.ca/leau-cest-la-vie-ecouter-apprendre-agir>



Occupational Health & Safety



WorkSafeBC amends rules on the refusal of unsafe work so workers can make more informed decisions

Amendments to the Occupational Health and Safety Regulation (OHSR) have come into effect on Aug. 22, 2022, these will strengthen worker protections on the right to refuse unsafe work.

Under the new rules, employers are required to notify workers in writing of any unresolved work refusal due to safety concerns. It also requires employers to tell the subsequent worker the specific reasons the first worker felt the task was unsafe. The employer must also explain why the task would not create an undue hazard to their health and safety.

The change to the OHSR followed an extensive public and stakeholder consultation process by WorkSafeBC.

Read more on WORKSAFEBC news release

<https://www.worksafebc.com/en/about-us/news-events/news-releases/2022/August/worksafebc->

Occupational Health & Safety Representatives in Your Unit

<p>TPCS Unit Chair - Roxanne Round OHS Rep - Bob Crozier: rwbobcrozier.377@gmail.com</p> <p>OHS Rep - Shawn Coulthard OHS Rep - Zoey Froemgen</p> <p>NOYFSS Unit Chair - Samantha Symons OHS Rep - Kathie Swift: conexusconsultingservices@gmail.com</p> <p>Unit 67 Unit Chair - Terri Phillips OHS Rep - Lorie Zachariuk: 2vp@cupe523.com</p>	<p>Unit 53 Unit Chair - Charlene Turnbull OHS Rep - Heather Owens: 523heather523@gmail.com</p> <p>Unit 83 Unit Chair - James Fox OHS Rep - Angela Pittman OHS Rep - Amanda Thiele: a_crawley@live.com</p> <p>SCS Unit Chair - Sunnie Waters (Acting) OHS Rep - Shawn Carter</p>
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OH&S

WorkSafeBC amends rules on the refusal of unsafe work so workers can make more informed decisions.

Amendments to the Occupational Health and Safety Regulation (OHSR) have come into effect on Aug. 22, 2022, these will strengthen worker protections on the right to refuse unsafe work.

Under the new rules, employers are required to notify workers in writing of any unresolved work refusal due to safety concerns. It also requires employers to tell the subsequent worker the specific reasons the first worker felt the task was unsafe. The employer must also explain why the task would not create an undue hazard to their health and safety.

The change to the OHSR followed an extensive public and stakeholder consultation process by WorkSafeBC.

Read more on WORKSAFEBC Regulatory amendment: A primer on refusing unsafe work:

<https://www.worksafebc.com/en/resources/law-policy/act-amendments/regulatory-amendment-a-primer-on-refusing-unsafe-work?lang=en>

An undue hazard is a serious and immediate threat to health and safety that the refusing worker actually observes or experiences at their work site.

Know Your Collective Agreement

Know Your Collective Agreement

CSS

ARTICLE 20.7 - Benefits While on Unpaid Leave of Absence

- ♦ The Employer will continue to pay its share of the applicable health and welfare benefits for a maximum of 20 work shifts in any calendar year. For any leave of absence or accumulation of leaves of absence in excess of 20 work shifts in any calendar year, benefit coverage may be continued by the employee, provided the employee pays, in advance, the monthly cost of all the benefit premiums to the Employer in accordance with the procedures outlined by the Employer. Any employee granted an unpaid leave of absence totalling up to 20 working days in any year will continue to accumulate seniority and all benefits. If an unpaid leave of absence or an accumulation of unpaid leaves of absence exceeds 20 working days in any year, the employee will not accumulate benefits from the 21st day of the unpaid leave, but will accumulate seniority and receive credit for previously earned benefits upon expiration of the unpaid leave. Payment of benefit premiums will be prorated for partial months.



Know Your Collective Agreement

SD83

Article 30 Benefits B (iv)

iv) In the case of absence due to illness or injury, including those which are compensable within the meaning of the Workers Compensation Act, the Employer shall continue to contribute ninety-five percent (95%) of the premiums for medical, extended health and dental to a maximum of one (1) year from commencement of illness. Thereafter, and for the full period of any other absence, the employee may pay the full premiums through the Employer, provided it is permissible under the plan.

Find it Here

<https://523.cupe.ca/resources/collective-agreement/>

Know Your Collective Agreement

SD53

Article 30 – Benefits (c) (iv) (a, b, c, d) - Benefits Coverage During Absences (Leaves & Layoffs)

(iv) Benefits Coverage During Absences (Leaves and Layoffs)

A. In the case of absence for illness or injury including absences which are compensable within the meaning of the Workers Compensation Act, the Employer contribution will be paid for medical, extended health and dental for a maximum of one (1) year from commencement of illness or injury providing those employees continue to pay for their portion of any premiums. Thereafter, the employee may pay the full premiums through the Employer, provided it is permissible under the plan.

B. In the case of layoff, see Article 24(c) and Article 11 (g).

C. In the case of absence due to a statutory leave, per the British Columbia Employment Standards Act, the Employer shall continue benefits contributions for employees providing these employees continue to pay for their portion of any premiums.

D. In the case of any other unpaid leaves, the employee may pay the full premiums through the Employer, provided it is permissible under the plan.

Know Your Collective Agreement

SD67

Article 30 - Benefits (B) – Other Benefits (iv)

iv) In the case of absence due to illness or injury, including those which are compensable within the meaning of the Workers Compensation Act, the Employer shall continue to contribute ninety-five (95%) percent of the premiums for medical, extended health and dental for one (1) year from commencement of illness. Thereafter and for the full period of any other absence, the employee may pay the full premiums through the Employer, provided it is permissible under the plan.



Executive List

- ◆ **President:** Tammy Carter
president@cupe523.com
Phone: 250-462-3343
- ◆ **Secretary Treasurer:** Kyle Clark
sec_treasurer@cupe523.com
Phone: 236-301-1099 (cell)
- ◆ **Recording Secretary:** Erica McDowell
rec_secretary@cupe523.com
Phone: 250-462-8590
- ◆ **1st Vice President:** Vacant
- ◆ **2nd Vice President:** Lorie Zachariuk
2vp@cupe523.com
Phone - Home Office: 778-515-6131
- ◆ **3rd Vice President:** Sylvia Lindgren
3vp@cupe523.com
Phone: 250-833-6380
- ◆ **Aboriginal Representative:** Vacant



Unit Chairs

- ◆ **TPCS:** Roxanne Round
tpcs@cupe523.com
Phone: 250-540-0145
- ◆ **NOYFSS:** Samantha Symons
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- ◆ **SCS:** Sunnie Waters (Acting)
- ◆ **SD53:** Charlene Turnbull
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- ◆ **SD67:** Terri Philips
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- ◆ **SD83:** James Fox
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Contacts

FYI

Find CUPE Bylaws, Policy and Procedures on our <https://523.cupe.ca/> website.

- ⇒ “Resources”
- ⇒ “Local Bylaws”
- ⇒ “Policies”



Upcoming General Meetings

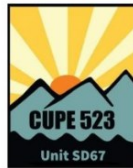


CUPE Local 523 GENERAL MEETING DATES 2022/2023

All members are encouraged to attend!

MONTH	TIME/LOCATION
September	Saturday 24 th Penticton/ Teams 10 am
November	Saturday 26 th Salmon Arm/ Teams 10 am
February	Saturday 4 th Oliver/ Teams 10 am
March	Saturday 4 th Election Mtg. T.B.A. Kelowna/ Teams 10 am
May	Saturday 13 th Vernon/ Teams 10 am

Unit 67 Meeting Date & Times



CUPE Local 523

Unit SD 67 Notice of UNIT MEETINGS

SUNDAY, OCTOBER 16th

CUSTODIAL STAFF: 9 am to 10 am
MAINTENANCE STAFF: 10 am to 11 am
CLERICAL STAFF: 11 am to 12 pm
EDUCATION ASSISTANTS: 12 pm to 1 pm
(Bus Yard please come with Maintenance)
(Strong Start please come with EA's)

Meeting will be held at our local union office
101-416 Westminster Ave.

Some lot parking is available, as well as street parking.
Coffee and snacks will be served.

This will be a round table meeting with no formal agenda.
It's just a time to get an updated on what's happening
locally and bring any concerns you may have forward.

Bring a friend!

www.523.cupe.ca

