

CUPE 523
NEWSLETTER

Spring 2022

April 28 Day of Mourning

On April 28, 1991, following passage of an Act in Parliament, Canada recognized its first National Day of Mourning for Persons Killed or Injured in the Workplace: a day where flags fly at half-mast and ceremonies across the country recognize the lives needlessly lost, and the tremendous suffering of those left in the wake of workplace tragedy.



Local 523 remembers those who have lost their lives, injured, or suffered illness on the job and are committed to stand together to create safer workplaces.



CUPE 523 Ad in the Penticton Herald
April 2022

More than 100 countries now participate.

Due to COVID, the South Okanagan Labour Congress was unable to host an event this year. It was suggested to light your own candle in honor and reflection of the thousands of lives forever changed, and to renew your commitment to workplace health and safety .

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Presidents Message

Spring has arrived; I don't know about you, but I am excited, and I hope you are as well. The flowers blooming, the warmer weather, and the brighter days are a refresher. As things begin to open, continue to take care of yourself and find the time to do something you enjoy. Know you are appreciated; I want to personally thank you for all you do.



Bargaining has been in full swing this past few months. The bargaining team continues to educate themselves and prepare for bargaining. The Social Sector local table bargaining was completed at the end of March. Bargaining within SD53, SD67 and SD83 will happen after the Provincial Bargaining is done. We continue to prepare and get ready for bargaining. Look for more information about bargaining in the bargaining section of the newsletter.

CUPE BC Convention was in Victoria from April 27th to April 30th. Our local sent 8 people to convention this year to learn and conduct business. Updates about convention will be ready at the next General meeting in May.

Mobilizing our members - The bargaining team and executive have signed up for the mobilizing our members' workshop. The executive had guest speakers about this at the last executive meeting in April. This is important for us to know and do. The Unit Chairs, with the help of the executive and shop stewards, will be looking for members who are interested in assisting with mobilizing our members. If you are interested in finding out more information, please reach out to your unit chair.

Shop Stewards, each Unit needs more stewards. Below is a list of things that a Shop steward may do:

- supporting other members in meetings with management.
- helping the unit chair in tasks that are asked of them.
- assists other members in finding information.



Stewards Cont....

- monitor and enforce the provisions of the collective agreement to ensure both the employer and employee are upholding the terms of the agreement.
- attend monthly meetings with the unit chair and other stewards in your unit.
- attend education for shop stewarding to learn more about your role.

We all share a role in our union, we all pay dues and are doing the best we can. We all have a responsibility in the union and below are a few things that we can do to make the union a better place:

- showing up to meetings. Unit and General meetings are both ways that you can do your part, hear updates and vote on important business of the union.

Speak up, let us know if something is happening that should not be and ask questions.

- Get involved within the union. There are many ways to get involved, union committees, stewards, planning events and much more.
 - ◆ Apply for union education. If you are wanting to get more involved and see education that interests you, please reach out to your unit chair as well as the 2nd vice president for more information.
 - Attend affiliates meetings (Okanagan Mainline District Council (OMDC) meetings, North Okanagan Boundary
 - Labour Council (NOBLC) and South Okanagan Boundary Labour Council (SOBLC) meetings.
 - Attend board meetings (reach out to the unit chair if you are interested).
 - Run for a position on the local executive board or one of the various committees within your unit.

Thank you for all you do, know you are appreciated and we, the executive are here for you. If you want to get involved, please reach out. Have a great spring and enjoy the weather as it gets a little warmer and brighter each day.

Tough times don't last, tough teams do.

In Solidarity,
Tammy Carter

Education Opportunities ...

If you are thinking this may be something you want to do, please reach out to your Unit Chair.

www.523.cupe.ca



Bargaining Update



K-12 Provincial Bargaining –

Tammy Carter sits on the provincial bargaining team. The provincial bargaining is still happening. We are communicating out when we know more and have any updates. I can tell you that we are standing united with other Unions and will continue to show support in whatever that looks like. I encourage you to continue to look for those bulletins from the K-12 Provincial Bargaining teams as we move forward.

Social Sector Provincial Bargaining –

Bob Crozier from Turning Points sits on this bargaining team. I can tell you that the provincial table is still in the process of bargaining and will continue to provide updates to the members as they have them. Please keep an eye on your personal emails to get updates when we have them.

NOYFSS Bargaining Update –

NOYFSS's Local Bargaining Team met with the Employer in March. We had great communications back and forth and have reached a deal. This means that we have signed the local agreement with the Employer. Once the Provincial table is done bargaining, we will bring both the provincial agreement as well as the local agreement to the members of NOYFSS to ratify. We will have to wait to do this until the Provincial table is done.

Any further questions please reach out to the Unit Chair Samantha Symons.

TPCS Bargaining Update –

TPCS's Local Bargaining Team met with the Employer in March. Things did not go well at the table and there were communication break downs from the Employer. The union brought this to the attention of the board and the executive supported the bargaining team to bring the local agreement to Interest Arbitration. Once we decided this, the Employer along with their rep started to discuss the agreement with us. We were able to sign the agreement before going to Interest Arbitration.

This means that we have signed the local agreement with the Employer. Once the Provincial table is done bargaining, we will bring both the provincial agreement as well as the local agreement to the members of TPCS to ratify. We will have to wait to do this until the Provincial table is done.

Any further questions please reach out to the Unit Chair Roxanne Round.

School Districts Bargaining Update

All three school districts bargaining teams have continued to work together putting proposals together. At the beginning of May all three school districts teams began meeting with the National Rep to finalize the proposals.

With the school districts, we will bring to the members to ratify the proposals before we meet with the Employer to bargain. After we meet with the Employer to bargain, we will come back to the members to ratify the agreement which will include the Provincial Framework.

We are trying to set up bargaining dates with the Employer and can tell you that since the Provincial Table is still bargaining these dates with the Employer will be tentative. We can not finish bargaining with the Employer until the Provincial table is done.

If there is anything the members still want to see with bargaining, you are encouraged to let the Unit Chair know so they can bring it forward to the bargaining committee.

Unit 83 Chair - James Fox— unit83@cupe523.com

Unit 67 Chair - Terri Phillips- unit67@cupe523.com

Unit 53 Chair - Charlene Turnbull- unit53@cupe523.com

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

www.523.cupe.ca



Bargaining—Did You Know??

Bargaining—It is a method of determining wages, hours, and other conditions of the employment through direct negotiations between the Union, the province and Employer. The result of collective bargaining is a written contract, which covers all employees in the bargaining unit.

- ◆ The bargaining process is confidential.
- ◆ To bargain in “good faith” the bargaining team will be restricted in what they can share with the members until the ratification meeting.
- ◆ To get updates about bargaining you need to provide your personal emails, we will not send anything to your work emails.
- ◆ Familiarize yourself with your Collective Agreement.
- ◆ Ratification - means a secret ballot vote that is held at a special membership meeting to accept or reject the Memorandum or Settlement brought forward by the bargaining committee. In most cases, the legislation outlines how a ratification vote must be held, who can vote and what is considered a majority for the settlement to be deemed ratified.
- ◆ Provincial tables are bargained differently
- ◆ **K-12** bargain between *The British Columbia Public Schools Employer’s Association* (BCPSEA) and the K-12 Presidents’ Council and support staff Unions (the Unions)
- ◆ **CSS** Bargaining between the *Community Social Services Employer’s Association* (CSSEA) and the Community Social Services Bargaining Associations of Unions (CSSBA)

Resources

Local 523 Website: <https://523.cupe.ca/>

Current and Past Collective Agreements

Bylaws

Policies and Procedures

BCPSEA: <https://bcpsea.bc.ca/support-staff/collective-agreements/>

Current and Past Provincial Framework Agreements

Collective Agreements

Wage Schedules

CSSEA: <https://www.cssea.bc.ca>

Current and Past Collective Agreements

Wage Grids



Turning Points Collaborative Society

I would like to thank my unit, local and union for honoring me with the opportunity to attend the 2022 CUPE Convention.

Three days and nights were jam packed with information, solidarity, and networking.

Although they were long days, I still found time for rest and reflection. I look forward to being back home and sharing this knowledge with all my members in Community Social Services.

We have come a long way with Truth and Reconciliation but have lots of work to do to become more inclusive to our indigenous members and better allies. We also need to be more inclusive of all our members including Rationalized workers, persons with disabilities and those who identify within the pink triangle.

I look forward to working together as a unit, TPCS, and hearing ideas as how best to support all our members

In Solidarity,
Roxie

TPCS Unit Chair

Roxanne Round

tpcs@cupe523.com



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

Unit Chair:
Roxanne Round



SD53 A Message From Your Unit Chair



I hope everyone had an enjoyable Spring break!

The flowers are starting to come popping out, and the sun is shining more, it is a wonderful feeling! The pandemic is slowly coming to an end and seeing students and coworker's faces is a pleasant change!

Things happened in our School District are Bargaining Committee has been communicating and members are submitting some Proposals they want to see changed, to make a successful school Environment.

We held two open house Bargaining meetings in various locations throughout our District, as the turn out wasn't great we heard what the members were saying and will take all suggestions through the bargaining process. If you have any suggestions for change in our Collective Agreement, please forward them to myself or a shop Steward.

Speaking of Shop Stewards, we are still in need of some, so if you're interested, please let me know. FREE training is provided, please reach out to me and I can provide you with that information. Please check out our Local 523 website to keep updated on things happening in our Local, and if we don't have your personal email to send you updated emails on bargaining, meetings or any other information please reach out to us, it is important to be in the loop of things happening.



I am also looking to create a **Mobilizing Committee**, and I am looking for a person at each site. What this job would look like is:

- 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)

If you are interested in becoming more involved, please reach out to me. Also attending Meeting and learning about your Union is important, Next General Meeting is May 28,2022 Hybrid Kelowna/TEAMS.

Yours Truly

Charlene Turnbull
SD53 Unit Chair



SD53 FAMILY FUN DAY

Sunday JUNE 5th



Family Fun Day

Sunday June 5th

10 am-2 pm

@ Rattle Snake Canyon Hwy 97 Osoyoos



Wristband includes all rides!!!

SD53 CUPE Members with family are welcome up to 6 people



MUST REGISTER BY QR CODE.

CLICK ON CODE TO LEFT AND PAGE
WILL FOLLOW OR USE PHONE CAMERA
TO READ CODE

[e-mail unit53@cupe523.com](mailto:unit53@cupe523.com) for questions
RSVP Deadline is **May 27**

Pizza, chips, pop or water & ice cream coupon for kiddos
DOOR PRIZES, GIFT CARDS, RAFFLE DRAWS

RSVP Unit Chair Charlene Turnbull

www.523.cupe.ca



Occupational Health & Safety

Occupational Health and Safety (OH&S)

Your local health and safety committee met on April 14th. We will be meeting again in June. The local committee meets every 2-3 months, and we discuss health and safety issues that are going on in the units. This is valuable for us to do as we connect and assist each other. The committee is looking at bringing in some in house education to be better at serving the units health and safety site committees.

Bullying and Harassment - The local along with the local OH&S Team are working on putting together an electronic kit to go out to all members. Once this kit is completed, we will email these out. We will also have some buttons for each member, and we will send these out when we have them ready. Please make sure we have your updated personal email addresses so you can get this valuable package.

Public Education Benefits Trust (PEBT) We encourage you to go look at the PEBT website for great information.

PEBT website
[PEBT \(pebtbenefits.ca\)](http://pebtbenefits.ca)

There was a mental health presentation with Allan Kehler as a guest speaker. He is a mental health advocate and has a lot of useful information and books. Included is his link if you are interested in finding out more about him

<https://allankehler.com/shop/>

https://bornresilient.ca/?customer_posted=true#newsletter-newsletter-popup

Your unit health and safety contacts are:

TPCS: Bob Crozier, Shaun Coulthard, Jennifer Kotab

NOYFSS: Kathie Swift and VACANT

SD83: Angela Kahan and Amanda Thielen

SD67: Lorie Zachariuk and VACANT

SD53: Charlene Turnbull and Heather Owens



Know Your Collective Agreement

Collective Agreement are available to read on the CUPE 523 Website > resources> Collective Agreements

School Districts: SD83, SD53, SD67

ARTICLE 11

Layoff, Bumping and Recall

We encourage you to read through article 11 of the collective agreement as we come into Spring Layoffs. There may be many questions about this process. Unit Chairs and Shop Stewards can help you through this process and read the article together, so you understand it.

Article 10

Loss of Seniority

Loss of Seniority An employee shall lose seniority in the event the employee:

- i) is discharged for proper cause and is not reinstated;
- ii) resigns;
- iii) is absent from work in excess of five (5) working days without notifying the Employer unless such notice was not reasonably possible;
- iv) is laid off and does not accept offered work for a minimum of four (4) shifts per year;
- v) Is not on approved leave and does not accept offered work for a minimum of twenty (20) shifts per year.

NOYFSS and TPCS Article 29.3 – Harassment

This seems to be something that members are dealing with on a daily basis within their workday. We encourage you to look through Article 29 and reach out to your Unit Chair or steward for more information. 29.3 Harassment Complaints

(a) An employee with an allegation of harassment is called the complainant and the person who they are making a complaint against is called the respondent.

(b) A harassment complaint is not a grievance. The complainant must follow this complaint process. However, any action taken by the Employer as a result of the complaint process may be grieved.

(c) All complaints will be kept confidential by the complainant, the respondent, the Employer, the Union and witnesses.

(d) The complainant and the respondent (if they are a member of the Union) have the right to union representation.

(e) A complainant may try to informally resolve their complaint with the assistance of a supervisor, manager, steward, union staff representative or mediator. If the complainant is satisfied with the outcome reached at this point, the complaint is resolved.

(f) Until a harassment complaint is resolved, the Employer may take interim measures, including separating the complainant and respondent.

(g) A complainant has the right to file a complaint under the Human Rights Code of British Columbia.

See Article 29.4 for Complaints Procedure



Message From SD67 Unit Chair

Hello SD67 Cupe Members;

I have a couple of things that need to share with the general membership.

First, on Sunday May 29th we will be holding a [Family Fun Day](#) at Loco Landing in Penticton. All information is included with the attached poster. It has been well over two years now since we have been able to gather as a membership like this, so please plan to attend. It will be great to see so many cupe faces all together. The cost is ABSOLUTELY FREE and pizza lunch will also be provided. If you don't have any kids to bring, that's ok! Borrow some from your neighbour, or just come on your own. ***I do ask that you rsvp*** so that we can have an accurate headcount for the amount of lunch we will need. The QR code for RSVP is also on the next page.

Secondly.... as you all know, we are in the midst of bargaining. While the bargaining has not stalled, CUPE has taken a step back from the table and will resume at a later date. In the meantime, I must gather a group of people from my local who will be involved with ***mobilizing*** with me. What is mobilizing, you ask? Here's what would be required of you:

1. Available to briefly meet every couple of weeks for an update on where bargaining is at. (either in person or on Teams... this is to be determined.)
2. Be the spokesperson for your work site (be it your school, the maintenance shop, the bus yard) so that members can talk to you and in turn you can share verified information regarding ongoing bargaining. You don't need to speak to anyone besides your fellow union members.
3. Be prepared to be involved in being a leader during strike action, should it come to that. (and to be clear, IT IS NO WHERE AT ALL EVEN CLOSE TO THAT RIGHT NOW... we're just preparing and educating ourselves for all possible outcomes.)

Mobilizing is about engaging our membership to build solidarity and support for bargaining. That's all that would be asked of you. If this opportunity interests you at all or if you have questions, please contact me at unit67@cupe523.com.



SD67 Family Fun Day

**CUPE FAMILY
FUN DAY**

LOCO LANDING ADVENTURE PARK
GO CARTS! BUMPER BOATS! INFLATABLES! MONKEY MOTION!
MINI GOLF! ROPES COURSE! CLIMBING WALL!

SUNDAY MAY 29TH
10 am to 2 pm
Pizza and Drinks Provided

DOOR PRIZES
GIFT CARDS
RAFFLE DRAWS
FACE PAINTING

Please plan to attend. All SD 67 CUPE Members are welcome. Please bring yourself, bring your spouse, and bring your kids!

Don't have little kids anymore? Bring your teens! Bring your grandkids! No kids at all? Bring your nieces and nephews. Or just come alone and meet your friends there.

PLEASE RSVP USING THIS QR CODE

or
email unit67@cupe523.com with your name and the # of people in your group.



Looking forward to hearing from you, and I am hoping to see many of you at our Family Fun Day.

Sincerely;
Terri Phillips
Unit Chair SD67



Hello From Our 3rd VP Sylvia Lindgren

I wanted to take this opportunity to introduce myself to the membership. My name is Sylvia Lindgren and I work as a Youth and Family Worker in Salmon Arm (SD83). I also sit as a city councillor approaching the end of my first term. I have been involved with CUPE 523 for more than a decade, sitting as your president for 5 years. I'm happy to be back in a smaller role and look forward to working with the members on entertainment and good and welfare.



This is a really important time in our local with our collective agreement coming to an end in June of 2022 and the bargaining team working closely with the National Reps to bargain the best agreement for our members as possible. Its a time to increase your communication with the executive by making sure the local has your personal email address and cell phone number and contacting your stewards occasionally to pass on any news you are hearing in your worksites, ask about bargaining progress, share communications with your co workers, and inform them of any work places issues so they can be addressed at bargaining if appropriate.

I am near the end of my career with the school district as I approach retirement age and when I think back to the things that made a difference for me I think of the union members who helped me along the way. Attending the meetings helped me to get informed about the issues we face together as a workforce but more importantly they helped me meet some pretty incredible people. As I became more involved they helped nurture my activism by teaching me, mentoring me, providing reading materials and workshops for me to attend. Getting involved changed my world view and gave me a tribe of people who shared my goals of making life better, fairer, and more successful for the people around me. I take my hat off to all those who are involved now and to those who paved the way for us. We stand on the shoulders of some amazing people and I'm grateful to them.

Sylvia

SD83 Members Attend CUPE BC 58th Convention 2022



SD83 Member Courtney Thomson addresses one of the many resolutions presented.

“Convention is described as a place to make things happen. After going through a pandemic it felt like being unanimous was a thing of the past.

It was emotional, completely unanimous, inspiring and as I looked around the room full of diverse individuals it dawned on me. I am part of the change a head, how did I get so lucky?

This trip in general has made me shift into something I haven’t quite processed yet but I feel. Thank you and go Local 523.”

Courtney Thomson —SD83 Member

- ◆ “The past is behind, learn from it.”
- ◆ “The future is ahead, prepare for it.”
- ◆ “The present is here, live it.”

“This being my first convention, I found it interesting.

It was busy and for some or most it was emotional because of the topics touched on and the state of our world at this time. My hope is that we can leave history in the past and move forward by making sure it stays there.

Sherry Mounce—SD83 Member



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.ca



Communication Matters

Make sure that you stay informed of important information, events, Unit and General Meetings that are happening in our Local.

Ways to Stay in the Know:

Email Updates from your Unit Chair and your Executive (so make sure that we have your email address!)

Our **Website** has all of our Local Information

Check your site **Bulletin Board**

Attend **Unit & General Meetings** And



Your Elected Executive Representatives & Table Officers

President- Tammy Carter—president@cupe523.com

Secretary Treasurer - Kyle Clark—sec_treasurer@cupe523.com

Recording Secretary- Erica McDowell—rec_secretary@cupe523.com

1st Vice President - Jean Frolek—1vp@cupe523.com

2nd Vice President - Lorie Zachariuk—2vp@cupe523.com

3rd Vice President - Sylvia Lindgren—3vp@cupe523.com

Unit Chairs:

TPCS—Roxanne Round— tpcs@cupe523.com

NOYFSS—Samantha Symons— noyfss@cupe523.com

SD 83—James Fox—unit83@cupe523.com

SD 67—Terri Phillips—unit67@cupe523.com

SD 53—Charlene Turnbull—unit53@cupe523.com



NOYFSS

North Okanagan Youth & Family Services Society



Welcome spring, the flowers are coming to bloom, my favorite time of year. Local Bargaining was completed at the end of March. It was a learning curve for sure and one that I enjoyed. Look for more information on this in the Bargaining section of the newsletter.

NOYFSS needs some help.

Shop stewards – we could use more stewards. Stewards help with supporting members, and you can get steward education.

Health and Safety— A person to assist Kathie who sits on this committee. This committee meets every 2/3 months with the other local health and safety members from other units.

Education person, I am doing this along with the unit chair role. I would love to let someone do the role of the education. This committee usually meets once a year over teams and then the rest is done through email.

Entertainment, this is something that we have been missing out on for a couple of years now. If you are interested in helping a few of us with some unit activities, please let me know.

Contact me if you are interested in getting involved with anything I have mentioned above, or anything else.

As we continue through spring, I hope you take care of yourself and stop to smell the beautiful flowers.

Samantha Symons
NOYFSS Unit Chair

Huge thank you to TOLKO for the \$1,000 donation. Sean Miks, representing the Safety Division stopped by to present Executive Director, Dean Francks with the donation. What an excellent community we live in. Thank you for the continued support!



We Love Our
Community!!



North Okanagan youth organization opens door to donation

NOYFSS receives nearly \$9,800 from Home Depot's Orange Door Project

ROGER KNOX-Feb. 22, 2022

[North Okanagan youth organization opens door to donation – Vernon Morning Star](#)

www.523.cupe.ca



CUPE BC Convention 2022



CUPE BC's annual convention, the first to be held in-person since 2019. With over 500 delegates registered, this year's convention is already one of the largest in CUPE BC's 60+ year history.

.Photos by Joshua Berson



Sheryl Burns
General Vice-President

www.523.cupe.ca



CUPE 523 Delegates



2nd VP Lorie Zachariuk outside Legislature on Day of Mourning



Local 523

CUPE BC Pres Karen Ranalletta
523 President Tammy Cater
CUPE BC Secretary-Treasurer Trevor Davies

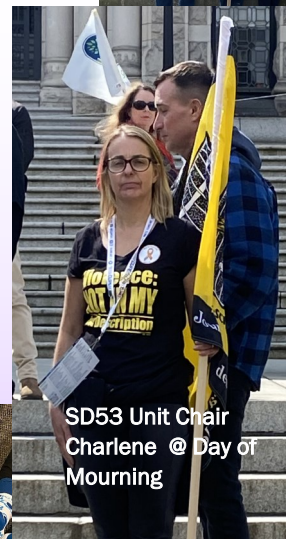


Congratulations CUPE 523

Tammy Carter accepts on behalf of Recording Secretary **Erica McDowell** the award for best Website of members over 500

Great work Erica!!!

Thank you for keeping our locals site up to date and our members informed.



SD53 Unit Chair Charlene @ Day of Mourning



Sec Treasurer Kyle Clark on the Pro Mic



Pres Tammy Carter on Pro Mic



Tammy Carter, Terri Phillips, Courtney Thomson, Sherry Mounce, Kyle Clark, Lorie Zachariuk, Roxie Round



523 acquired the coveted CUPE BC socks. They were well sought after by all Delegates:)



Retirement Seminar Update

With the summer fast approaching I wanted to make mention of the Retirement Seminar. With COVID Restrictions changing it was hopeful that we would see a return of the seminar, but at this point we (Unit 523) have not received any information if a seminar (in person or online) is going to be held. Our President Tammy Carter continues to stay in touch with CUPE National in hopes of new information, and will notify me if she hears anything.

To date, I do not have a concrete timeline as to a seminar coming to our area, however I will be in touch with everyone on the waitlist as soon as we hear anything.

Moving forward to Sept and beyond I will contact everyone on the waitlist to see if you're still interested in attending a seminar when they resume.

In the meantime, I wanted to draw your attention to a link I've included for our Municipal Pension site. mpp.pensionsbc.ca

Here, you will find information regarding retirement and our plan. Hopefully it can provide helpful answers to any questions you may have.

Your Pension:

- ◆ How you can make the most of plan membership
- ◆ Learn how your pension plan provides financial security for you and your loved ones.
- ◆ learn about health coverage, community resources and how life changes affect your pension.
- ◆ Taxes and pension payments - what you need to know about pension payments, and taxes and your pension.

Learning Recourses: Learn more about your pension—whether you're new to the plan, in the middle of your career, nearing retirement or retired.

- ◆ Find answers to your pension questions by taking an online course or participating in an instructor-led webinar.
- ◆ Articles - Take a deeper dive into some the most popular pension plan topics.

Plan Changes:

- ◆ Get answers to your top questions about changes to your plan.

Please checkout pension BC for the helpful information I listed above

<https://mpp.pensionsbc.ca/planning-for-retirement>

Thank you for your continued solidarity,
2nd Vice President,
Education & Communication Chair
Lorie Zachariuk
2vp@cupe523.com



Next General Meeting



CUPE Local 523 Notice of General Meeting



10am, Saturday May 28, 2022
Location: Coast Capri Hotel, Kelowna

1171 Harvey Avenue, Kelowna

You will also have the ability to join this meeting via TEAMS. The LINK to join into this meeting will be emailed out closer meeting date.

AGENDA ITEMS

. Notice of: BYLAW Changes:

(please see Notice of Bylaw Changes for more details)

Notice of Motion: CUPE Local 523 will create a position on the Executive Board for an Indigenous member, by amending the Bylaws as follows.

Notice of Motion: CUPE Local 523 amend the bylaws to increase the hours of work for the President to 40 hours per week, 12 months per year, and to increase the rate of pay for the President to the highest rate of pay in the President's collective agreement.

Notice of Motion: CUPE Local 523 amend the bylaws to decrease in union dues from 2.25% to 2.00%

. Bargaining Updates

Local Bylaws, Section 4, d):

Out of town mileage for use of a personal vehicle to attend General or Special Meetings shall be allowed on a capacity/occupancy ratio of 1:3 (1 person in vehicle = 1/3, 2 persons in vehicle = 2/3, 3 or more people in vehicle = 3/3) of the mileage rate as is applicable under the CUPE BC Expense Policy.

Child Care Services:

Please contact your unit chair 4 days prior to the meeting if child care service is needed for you to attend.

PLEASE POST ON
CUPE BULLETIN BOARD

