



# **Local 523**

# **UNIT REPORTS**

*For November 2022*

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## **SD67 - Okanagan Skaha**

### **Grievances:**

- None!

### **Unit Reps:**

- Shop Stewards: Molly Ehmann, Pat Styles, Roberta Hormes, Deb Riverst, Matt Ferguson

### **Training:**

- None in the past month. Signed up for Human Rights at Harrison Winter School in February.

### **Bargaining Issues:**

- Bargaining with the employer wrapped up on November 16<sup>th</sup>. Ratification voting will take place on December 4<sup>th</sup> in meeting room 4 at the Penticton Community Center.

### **Unit Activities:**

- Unit meeting took place on November 20<sup>th</sup>.
- A new shop steward,, Deb Rivest was assigned
- All EI spending was discussed and voted upon. I will get the numbers to Sec Treasurer and we will have the monies out by the second week of December.

### **Challenges:**

- Have been in contact with members regarding serious issues including:
  - EA's being asked to do more than their share of work due to no subs.
  - An exceedingly high number of sick members.
  - One EA doing supervision for 70 students due to 3 empty NHS positions.
  - EA doing toileting duties but not being paid at that rate. Both are instances of the child either having parents saying "oh they won't have a BM at school" and then the student

does; (to be expected of course, we are all humans, and when you've got to go.....)and also a student who is getting bigger and bigger and the EA is requiring more support / equipment to properly care for the child.

- Custodial staff having proper training for electrostatic sprayers.
- Invitation from Assistant Superintendent to weigh in on hiring of new Director of Instruction – Indigenous Education and Inquiry
- Lack of advertising for EA's needed in district (has been resolved, was an oversight.)
- Inquiry from new EA about roles of EA vs teacher
- Several (all) re-matched JE were returned from the provincial committee. We probably will not get to this again until February.
- I continue to be pleased with the new HR management hire. She is working in collaboration with our union and is supportive when I make inquiries or point out errors. She is new to the HR field and open to learning both the role and knowing our CA.

#### **What the Union Can Do:**

- Continue to support me in my role as Unit Chair.

In Solidarity,  
**Terri Phillips**  
**Unit Chair**  
**CUPE Local 523**

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## **SD53 - Okanagan Similkameen**

**Unit Reps: Stewards Unit Reps:** Kris Keith, Melanie Harriman, Heather Owens, Gerald Lesmeister  
**Education Rep:** Anne Selsing                      **Communication Rep:** Kim Dragseth  
**Good & Welfare Rep:** Sarah Poirier              **OH&S Rep:** Charlene Turnbull and Heather Owens  
**Entertainment Committee:** Melanie Harriman & Heather Owens

**Bargaining Update:** The Bargaining Team has met numerous times and have had meetings with members on issues that have caused issues from the Collective Agreement, we took everyone info and worked hard at making language clearer, by putting important info you gave us then adding it into our bargaining process. The Bargaining Team met with the Employer and produced ideas for spending the dispersing of monies provided from the Government. We were provided with money and had to make discissions on how to equally break into sections to make it equal for all our members. This was not a straightforward process, but we worked hard to make sure we covered all

the positions. We had many long days and, but we hope that all her challenging work will pay off and all members will support our decisions. Thank you for trusting the Bargaining Team and we hope that you will like the outcome. We also understand that we all need raises and that the Provincial bargaining Table worked hard at fighting for all employees in the school district sector. What the Provincial table was given was better than we have ever seen before. We also understand that the cost of living has increased, and it makes it tough to make a living wage at low wage increases. We wish we could have gotten better. I will also tell you that there is a provincial job evaluation committee dealing with the wage top-ups too. I understand they are close to finishing this process, so please watch for updates on that. This has been a lengthy process for all, and we appreciate your patience with this.

### **Unit Activities:**

- We are having a CUPE Christmas/Retiree part Dec 10, and we hope to see you there, bullet has been sent so please make sure you RSVP as we will need to get the #s to the establishment asap. It is going to be fun!!
- Please make sure that we have your Personal email and up to dated information is given to the Union, 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!

[CUPE 523 – Representing school and social service workers in the Okanagan](#)

- Health and safety are important, and we need to ensure we have CUPE representatives at each work site. Please contact your supervisor if you want 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 challenging work with our students and making our schools safe for everyone! We appreciate all of you!

**In Solidarity,  
Unit Chair SD53  
Charlene Turnbull  
CUPE Local 523**

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## **SD83 - North Okanagan Shuswap**

**Shop Stewards:** Eric Martello, Charmaine McKean, Sherry Mounce, Richard Scott, Cheri Calvert, Devon Brindley, Tammie Koroluk

Good & Welfare: Jennifer Harper

Communication: Lori Petryshen

Wellness: Courtney Thomson

Health & Safety: Angela Kahan, Amanda Thielen

Education: Rena Dalton

Enviromental Ad. Hoc. Working Group: Chelie Elso

### **Upcoming Meeting:**

Shop Steward Meeting January 16, 2022

Courtney Thomson

In Solidarity,

Unit 83 Chair

[Unit83@cupe523.com](mailto:Unit83@cupe523.com)

604-854-0423

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## **NOYFSS**

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## **Turning Points**

**Tammy Carter, President did the report for Turning Points this time as there is no Unit Chair for TPCS.**

**Unit Reps:** There is a lack of Union Reps for TPCS. There is a vacancy as the Unit Chair and only two trained Stewards – Bob and Oye. There is a brand-new steward that will sign up for some steward training (Zoe). Zoe is working in a Kelowna site. Once Zoe gets the training it will become clearer about what a steward does.

**Unit Activities:** Shawn M (1<sup>st</sup> vice president) has been working through the grievances and cleaning up the files for this unit. I am continuing to watch the email for TPCS and Bob the steward is involved when he can to support members.

I was granted permission from Lisa and Kelly (Mangement) to visit all sites in TPCS. I went on Monday November 21<sup>st</sup> to the three Kelowna/West Kelowna sites to deliver a package about the unit chair and shop steward roles. I dropped off a dozen donuts at each site along with a card for the members. I will be going to the Vernon sites with Shawn M on our way to Salmon Arm on Wednesday November 23<sup>rd</sup>, 2022. I can report already that me in person visit with donuts brought some attention to the vacancies and what they could do to get involved.

**We are having a unit meeting for TPCS on November 29<sup>th</sup>, 2022, at 7pm over teams. I am hoping that we get a good turnout and get some positions filled.**

**Challenges:** Getting members involved and not fearing being disciplined.

**What the Union Can Do:** Getting the message out to members that they are important, they matter, and the Union is behind them. Getting the message out to members that even if they are on the casual list, this still means they are members of the union and they can also get involved.

In Solidarity,

Tammy Carter, President

Reporting on behalf of the Unit Chair as this role is vacant.

CUPE Local 523

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# **COMMITTEE REPORTS:**

## **Health & Safety** – President

Dear Members:

Thank you for all you do and continuing to be safe at work. I, as chair, encourage you all to stay connected to the site reps at your workplaces and the contacts for the unit. These are all listed below for you.

The committee has gone through some health and safety training to learn the roles and guidelines of what they are responsible for. Also learning more about health and safety for you, the members.

The committee is needing your help. They are needing site members at each site to report and sit on committees. If you are that person and you are not hearing from your OH&S person, please connect with them. Their information is below. It is important that we have lots of people assisting all our members in getting the most up to date information.

If you are on a site committee and not sure what to do, please reach out to your contact person below and they can assist you in this area. There is training opportunities for you as well, to learn the roles that you are sitting in.

### **Slips and Falls**

As we go into, the winters months, the health and safety committee would like to remind all members about being safe in the cold. Please be careful walking and driving around. Slips and trips are common this time of year, outside the worksites as well as entering the work buildings. Please be careful and dress warm.

### **CDC Updates - [COVID-19 Testing: What You Need to Know | CDC](#)**

The CDC rules change regularly. The OH&S team would like to remind you to keep looking at the updates as well as if you are sick, please stay home. If you have any questions about restrictions and testing and if you cannot find it on the link above, please reach out to your unit's health and safety person.

### **Cold and Flu Season**

There is a bad cold and flu going around and affecting a lot of our members and those who you work with. Please remember to take care of yourself, stay home when you are sick.

### **OH&S site contacts**

**TPCS:** Shaun Coulthard – [shauncoulthard@yahoo.com](mailto:shauncoulthard@yahoo.com) Bob Crozier – [rwbobcroizer.377@gmail.com](mailto:rwbobcroizer.377@gmail.com), 778-212-3777

**NOYFSS:** Kathie Swift, [conexusconsultingservices@gmail.com](mailto:conexusconsultingservices@gmail.com),

**SCS:** Shawn Carter, [briskbc@gmail.com](mailto:briskbc@gmail.com), 250-328-8867

**SD67:** Lorie Zachariuk, [loriecupe523@shaw.ca](mailto:loriecupe523@shaw.ca), 778-476-4080

**SD83:** Angela Pittman, [crowandchick@hotmail.com](mailto:crowandchick@hotmail.com), Amanda Thielan, [a\\_crawley@live.com](mailto:a_crawley@live.com), 250-803-6647

**SD53:** Charlene Turnbull, [unit53@cupe523.com](mailto:unit53@cupe523.com), 250-485-7302 Heather7302 Heather Owens, [howens227@gmail.com](mailto:howens227@gmail.com), 250-498-2856

The Health and Safety Committee with that you, your friends, families and loved ones enjoy the holiday season. Spend time doing something you love doing.

Thank You

The Local Health and Safety Committee

Tammy Carter,  
Chair of the Committee

**Education** - 2<sup>nd</sup> Vice President

**Communication** - 2<sup>nd</sup> Vice President

**Entertainment** - 3<sup>rd</sup> Vice President

**Entertainment Committee:**

This committee consists of three members from the local. Currently they are Shawn Smelnyk, Kaeli Crawford and Roberta Hormes. The 3<sup>rd</sup> VP chairs this committee. Currently that is me, Sylvia Lindgren. The committee has not met since the last executive meeting in April. There is nothing to report.

In Solidarity,

**Sylvia Lindgren**  
**3<sup>rd</sup> Vice President**  
**CUPE Local 523**

## **Good & Welfare** - 3<sup>rd</sup> Vice President

### **Good & Welfare Committee:**

All five good and welfare reps are using the online record to track their monthly spending. It has been updated by me to keep a running total of expenditures. Currently we are keeping track of just one month at a time but the goal is to modify the program to keep track from top up cheque to top up cheque. The reps are reporting that the new form is working well and I am find it quite useful for tracking spending and reporting out.

**NOYFSS – Joy Johnson** – Melissa Ferguson has joined Joy on the good and welfare team and they have reported that they sent out one gift card this month for a bereavement contact. Welcome Melissa. We are so happy to have you join the team.

**TPCS – Jesyca Smalley** – Jesyca is the latest rep to join us on the online form. This month she has purchased nine greeting cards and sent out six gift cards, three for bereavement and three for injury/time off work. The number of contacts this month is very encouraging and shows that members are now aware and participating in the reporting of needs/celebrations within the unit. Its really great news that so many contacts were made this month. Congratulations Jesyca.

**SD67 – Deborah Rivest – Deb** sent out a gift card and bereavement card this month for someone experiencing a loss. Thank you Deb for your kindness and your report.

**SD53 – Sarah Poirier** – Sarah Wilkie has stepped down from her position and Sarah Poirier has taken over the duties of Good and Welfare. Welcome Sarah P. The new Sarah sent out one gift card to a member for the birth of a baby. She also sent out two cards/gift cards in November for two separate bereavements.

**SD83 – Jennifer Harper** – Jennifer sent out five greetings to members this month and one card to the Teacher's Union President (NOSTA) to congratulate her on the birth of a grandchild. The member contacts were for three bereavements and two injuries causing time off work. Jennifer has been consistently doing a great job of sending out greetings and, partially due to being from the biggest unit, has consistently sent out more cards than any other unit until this month when Jesyca surprised everyone with six cards.

I want to add that all the good and welfare reps are doing a great job. It can be difficult to become known in your unit and carve out the time and space to sent greetings to your members when the need arises but all five reps are in contact with members now and are doing a great job of reporting out. I commend them. I have instructed some of them to contact Erica is they would like help reaching out to their whole membership to remind them about the availability of greeting and gift cards. Please remember to notify your reps if you know of someone deserving of a congratulations or consolation card from their union.



In Solidarity,  
**Sylvia Lindgren**  
**3<sup>rd</sup> Vice President**  
**CUPE Local 523**

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

The Okanagan Mainline District Council has representatives from a variety of sectors in the Okanagan Valley and the Interior. CUPE (Canadian Union of Public Employees) locals representing libraries, school districts, municipalities, and more, meet quarterly to discuss local and provincial issues. It is a place where we can share issues and find ways to resolve them because we are stronger when we work together.

Nothing to report. There has been no meeting since the last report.

**Website <https://omdc.cupe.ca/> and Facebook Page <https://www.facebook.com/Okanagan-Mainline-District-Council-981757995192196>**

We are still needing a representative to attend the OMDC, do the reports as well. If you are interested and willing, please let me know.

The next OMDC Meeting is Saturday November 19<sup>th</sup>, 2022, in Kelowna. This will be a hybrid meeting. If you are interested in attending in person you need to register so they bring you in lunch. There was an email that was sent out to you all.

At the meeting there was mention that OMDC got a cost share to do photos from Okanagan members. If the OMDC picks our local for some of these photos to be done, I will reach out to the Unit Chairs and let you all know. The rest of the reporting out will happen later.

In Solidarity,  
Tammy Carter  
[President@cupe523.com](mailto:President@cupe523.com)  
250-462-3343

## **NOLC (North Okanagan Labour Council)**

I, Tammy Carter, am writing a blurb about the North Okanagan Labour Council (NOLC). Roxanne Round attended these meetings when she could and reported to us at the executive meetings. I know that Bob Crozier attends sometimes as well.

We need to try getting a set few people to attend this meeting and can do a report to them as well as reporting back to us as an executive.

They meet once a month, doing hybrid, the first Wednesday of each month at 7pm. If you are interested and live in the areas of Kelowna, Vernon, please tell me if you are interested. It is important that we have representation at the labor councils.

Thank You  
Tammy Carter  
Local 523 President

## **SOLC (South Okanagan Labour Council)**

We were unable to have our meeting as many executives were at the bargaining table. We did schedule an executive meeting last week and only three of us attended this meeting. Our Next meeting is December 6<sup>th</sup> and we are trying to figure out if we keep this date or not as a lot of us may not be able to attend it either.

January there will be a social event and hopefully some guest speakers.  
The labour council has donated \$500 to each of these places.

Food banks in these communities:

- Summerland
- Penticton
- Oliver
- Osoyoos
- Keremeous
- Grandforks

SOWINS in Penticton  
Discovery House in Penticton

Soupateria in Penticton

Also, we are donating either \$250 or \$500 for each place for gifts for the seniors who do not have family in town and the money will go to these places in Penticton (Trinity, Westview, Hamlets, Village by the station, Haven Hill). The amount will be decided later this week.

As for attendance, this meeting needs more people to attend. Like the OMDC and the NOLC, we can send delegates to these meetings, and it would be great if we could get more involved.

SOBLC meets the first Tuesday of each month at 7pm and we do hybrid to allow for those who could travel from Grand Forks to the Penticton meetings.

Thank You

Tammy Carter

Local 523 President

Treasurer for the SOBLC (Would LOVE to give this role up if someone is interested)