



Local 523

UNIT REPORTS

For February 2023

SD67 - Okanagan Skaha

Unit Reps: Shop Stewards Roberta Hormes, Pat Styles, Molly Ehmann,

Training: Upcoming Harrison Winter School

Bargaining Issues: None

Challenges:

- Violence in the workplace / unsafe work
- Not enough employees leading to serious burnout
- **Member complaints about how our meetings are run / how long they go.**

What the Union Can Do:

- Support me as a Unit Chair in an appropriate manner.

In Solidarity,

Terri Phillips

Unit Chair

CUPE Local 523

SD53 - Okanagan Similkameen

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

Communication Rep: Kim Dragseth

OH&S Rep: Charlene Turnbull and Heather Owens

Education Rep: Anne Selsing

Entertainment Committee: Melanie Harriman & Heather Owens

Good & Welfare Rep. Anne Selsing(temp) Looking for someone to take this on

Bargaining Update:

- Collective Agreement Ratified Dec 9, 2022, with 74%.
- Last week I was informed by the Employer that Retro pay back dated from June 30, 2022, and will be on the next pay period, and the increased raises will be this week starting.

- Please make sure that you are always checking your earning statements every pay period and making sure they are correct, we have had lots of glitches with our systems, and it is important to be checking them each pay period.

Unit Activities:

- Please make sure that we have your Personal email and Cell #'s as we will be starting a simple texting to get information out to members. The Union is really working hard on communicating with members and this will help with lost 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.
- If you don't receive emails, please go to our website and there is a link to subscribe to TEXT & EMAILS.
- All information is located on our Local 523 website, you can also join our Facebook page!!! Stay informed!
- 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.
 - If there are any Health and Safety issues arising at your sites, please make sure you reach out to your site JH&S reps and if they are not available, please reach out to a Steward or me as your Unit Chair.
- 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.
- SD53 Unit is always looking for Stewards or site Communication people, if you or you know someone interested in this please reach out to your Unit Chair.
 - A site communication person helps get information out to members and makes sure the CUPE bulletin Boards are up to date.
 - A Steward is a Union representative that will help with members when situations arise in the worksites. Training is provided!

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**

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:

Wellness: Courtney Thomson

Health & Safety: Angela Kahan, Amanda Thielen

Education: Courtney Thomson

Enviromental Ad. Hoc. Working Group: Chelie Elson

Bargaining- Retro pay will be out end of Feb, Wage increase will start Jan 27,2023.

Training: Winter School January 2023, Course: Facing management (Unit Chair- Courtney Thomson)

Unit Activities: Pool Party January 22 (1pm-3pm) at the Salmon Arm Recreation Center. It is connected to the Unplug and Play week. We were a part of it in 2019 and put EI funds towards the cost. This was a lot of fun. Pictures were put up on the local 523 website.

I am hoping to add some more entertainment. The shop stewards that will be helping are Cheri Calvert, Sherry Mounce, Devon Brindley, Richard Scott and Tammie Koroluk.

Entertainment ideas are Go carts, Casino, Waterslides, Parade fall fun fair, Silverstar Tubing. I am going to send a survey out.

Unit meeting booked for Feb 6, 2023

I have two time slots booked:

10am-noon at the Innovation Centre

6pm-8pm- DESC

Communication Boards

President, 1VP, Unit Chair 83, Shop Stewards: Devon, Cheri, Eric, Tammie, and Richard will have assigned locations. I have Grindrod, Sorrento, Sullivan, Rancho and Hillcrest that will have members as board reps.

Quick Survey going out to see what safety looks like in our district. Who has been involved in IEP's and who knows about innocent reports/WCB

Taylor from SD83 (School District 83) will email the white copy from members directly to Erica Recording Secretary. This will help the lag time it has for new hires.

Unit Concerns:

- At the shop steward meeting November 23, 2022, it was brought up about membership packages not arriving to the members, i.e.; Union cards and location boards not being updated. Feb 6, president (Tammy Carter), 1VP Shawn M), Shop Stewards; Devon Brindley, Cheri Calvert, Tammy Koroluk, Richard Scott, Erin Martello will be going out to assigned

locations to update the boards. At that time will be asking members to keep the boards up to date.

- Unit Meeting dates/times
- ECE RA – Wage Scale to be determined (Ask other SD)- This has been approved in the Seamless Day Pilot Project Under 14 a (iv) CEA Staff (with responsible Ault Course Completed) Qualification will vary for 6 months and then JE will come in and complete accordingly.
- **Work Safe** called to talk with me about the procedure at SDs in general.
- I also need a communication person as our other member is not interested in doing that position anymore.

Member packages and orientation for new members: This is coordinated with Tracey Ward Human Resources. This will start the week before spring break.

We will be doing this three times a year, at the end of September, January and again in spring break.

Shop Steward Meeting February 15, 2023

Courtney Thomson

In Solidarity,
Unit 83 Chair
Unit83@cupe523.com
604-854-0423

NOYFSS

No Report currently but
NOYFSS has a new Unit Chair,
ROB YOUNG
Email: noyfss@cupe523.com

Turning Points

No Report currently but
NOYFSS has a new Unit Chair,

KAJ PAGET

Email: tpcs@cupe523.com

COMMITTEE REPORTS:

Health & Safety – President

Health and Safety has been a concern in most units, unsafe work is high, and I encourage all members to reach out to the unit chairs, and the health and safety person in your unit as well as your work site if you need assistance. We cannot help you if we do not know. Contacts can be found on the local 523 website under contacts.

Education - 2nd Vice President

The second VP has stepped down for medical reasons so the job of 2nd VP has been divided between the 3rd VP and the recording secretary. I am monitoring requests for education opportunities and am monitoring the email. A new 2nd VP should be elected following the nomination meeting in February. Until then I will report on education activities.

To date there is only one request for education. This request was made for the retirement seminar. I have directed the member to fill out the education application form and will proceed from there..

There are a number of members who attended or are attending Winter School in Harrison Hotsprings. The following members too a course at the weeklong school: Heather Owens, Charlene Turnbull, Tammy Carter, Terri Phillips, Kyle Clark, Deborah Rivest, Courtney Thomson, Shawn Melnyk. The week long school is open to all members who have shown interest in participating in the union and accepting a role or responsibility in it's operations. Week long schools are a great opportunity

for personal and professional growth and cover many topics from personal healing to union representation.

I am still learning this role and will be seeking advice from the executive and the previous 2nd VP as to where the member's education is recorded and where the applications from the website end up. More to come next month....

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

Communication - 2nd Vice President



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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. Currently that is me, Sylvia Lindgren.

The committee has not met since the last executive meeting. There is nothing to report. With the proposed changes to the entertainment fund and administration this committee may not meet again. We will await approval of the proposed bylaw changes.

Sylvia Lindgren
3rd Vice President
CUPE Local 523

Good & Welfare - 3rd Vice President

My thanks to the committee members who have worked so diligently on getting greetings out to the members of their units. Unit 83 has been covered for the last month by Tammie Koroluk while Jen Harper is recovering from surgery. Unit 53 has a temporary rep, Anne Selsing, until a new permanent rep can be appointed.

NOYFSS – Joy Johnson/Melissa Ferguson – no cards/gift cards were sent out in January.

TPCS – Jesyca Smalley – Jesyca sent out two cards/gift cards for January. I was unable to get the information as to what they were for before writing this report.

SD67 – Deborah Rivest – no cards/gift cards were sent out for January.

SD53 – Anne Selsing – Anne has had a request for a death in a family as well as a birth in another family and will send out cards and gift cards as soon as she is able. She has not received a cheque from the treasurer yet because she is very new to the role but the arrangements have been made and Anne will be able to act on the requests as soon as the cheque arrives.

SD83 – Jennifer Harper (Tammie Koroluk) – In late 2022 it was brought to our attention that there were nine requests for good and welfare that went unanswered by the good and welfare rep at that time. Tammie and I were able to get together in January and write all nine of the cards that were not sent in 2021. We made contact with most of those people before the cards were sent to let them know the cards were coming and offer our apologies for their delay. The occasions were as follows:

One for a couple's engagement (GC), two for injured members (GC), two for members who had surgery (GC), three separate members for the deaths of their fathers (GC), a member who had a serious illness diagnosis (GC), and one for the birth of member's baby (GC).

As one can see, some of these occasions were very time sensitive. Our deepest apologies to the members affected by this. All greetings in this unit are now up to date.

Tammie also answered the call for four new requests. These included gift cards for two members who had surgeries, one member who got married, and a greeting card was sent to a member who's brother was hospitalized.

In Solidarity,
Sylvia Lindgren
3rd 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>

In Solidarity,
Tammy Carter
President@cupe523.com
250-462-3343

NOLC (North Okanagan Labour Council)

No current report.

SOLC (South Okanagan Labour Council)

No current report.