



#101 - 416 Westminster Ave. W
Penticton, BC V2A 1K5
523.cupe.ca

Dear Members,

As I write this message to you looking at the snow outside, I am hoping that you are all staying warm and safe. This time of year can be a busy one for sure. As a local, it has been a busy fall and entering winter seems to be just as busy if not busier. I will break down a few things for you below.

Local Bargaining/Negotiations Updates:

School Districts (SD53, SD67, SD83), the bargaining team have been busy negotiating with the Employers. There have been many days and long hours that the committees have met as a team and with the Employer. I want to personally thank them all of them for their time, dedication they have for you as the members, trying to get the best deal possible.

This is the process for all school districts once the bargaining team have a tentative deal with the Employer.

1. A tentative deal has been reached.
2. A ratification meeting will be called and held for each district separately. This meeting will be held in person.
3. At the ratification meeting, there will be a secret ballot and a vote will happen for the Provincial Framework Agreement (PFA) and the Local tentative agreement.
4. Votes casted at the ratification meeting will be counted at the end of the day.
5. At the ratification meeting we will go through and explain more to all. At this meeting, the tentative agreement will be shared. This will not be shared ahead of time. Members are encouraged to attend the in-person meetings when they are advertised.

Confidentiality – a reminder that through the process of bargaining this is a confidential process. The bargaining/negotiations team are not able to share a lot of details, please be respectful to all bargaining/negotiation's teams.

Mission Statement

To unite and encourage all members through Union Solidarity,
giving us the power and strength to secure and defend our rights as workers.

The Bargaining/Negotiations teams are as follows:

School District 53:

Unit Chair – Charlene Turnbull
Shop Steward – Melanie Harriman
Local 523 Secretary Treasurer – Kyle Clark
Local 523 President – Tammy Carter
National Rep. – Logan Lamerton

School District 83:

Unit Chair – Courtney Thomson
Shop Steward – Devon Brindley
Local 523 Secretary Treasurer – Kyle Clark
Local 523 President – Tammy Carter
National Rep. – Logan Lamerton

School District 67:

Unit Chair – Terri Phillips
Custodian – Bonnie Hartskamp
Local 523 Secretary Treasurer – Kyle Clark
Local 523 President – Tammy Carter
National Rep. – Logan Lamerton

Local Bargaining/Negotiations for CSS – NOYFSS, TPCS and SCS

Local Bargaining for NOYFSS and TPCS has been done since the summer of 2022. We are waiting on the provincial table to be done before we can ratify the agreement.

NOYFSS Bargaining team is as follows: Unit Chair Samantha Symons, Local 523 secretary treasurer Kyle Clark, Local 523 President Tammy Carter and National Rep. Harry Knott (Now Logan Lamerton).

TPCS Bargaining team is as follows: Past Unit Chair Roxanne Round, Shop Steward Bob Crozier, Local 523 secretary treasurer Kyle Clark, Local 523 President Tammy Carter and National Rep Harry Knott (Now Logan Lamerton).

CSS (Summerland Community Support) we will be negotiating the local agreement early December with the Employer. The team consists of: Sunnie Waters (Shop Steward), Zoe Clark (member), Local 523 Secretary Treasurer Kyle Clark, Local 523 President Tammy Carter and National Rep. Logan Lamerton. We are looking forward to working as a team to negotiate the local agreement.

Provincial Bargaining:

K-12 Provincial Bargaining – This has been done already and there has been a tentative deal. After the local bargaining is done, then the members will vote on both the provincial framework and the local agreement.

CSS Provincial Bargaining – I do not know a lot as this is a confidential process. What I can tell you is that the CSS provincial bargaining team have more dates set in January 2023. Once the provincial table is done, we will have meetings in each of the units (NOYFSS, TPCS, SCS) to ratify the provincial and local agreement together. We will keep you updated as we know more and there are bulletins that come out to all members. Please read these bulletins and ask the unit chair and stewards for clarification as needed.

Email List - If you are not getting emails from us, please go to the website to fill out the form to get on the email list. If you have done this and still having trouble, please contact Erica McDowell the local 523 recording secretary and she can look into this for you. The link to the website is - <https://523.cupe.ca/>

Executive Updates: There have been a few changes on the executive since the last time I reported out to the members.

Unit 83 – James Fox has stepped down from the role as Unit Chair. The executive and I would like to thank James for all the work and dedication you have done for the members of SD83. We will miss you and wish you all the best.

Courtney Thomson is acting unit chair for SD 83. She can still be reached at unit83@cupe523.com. Thank you, Courtney, for stepping into this role and I look forward to working with you.

TPCS – Roxanne Round has stepped down from the role as Unit Chair. The executive and I would like to thank Roxanne for all the work you have done for TPCS members, you will be missed, and we wish you all the best.

TPCS VACANT positions. At this time, there is no one who has stepped forward to be the unit chair for TPCS. There are also only 2 shop stewards for TPCS at this time. We are needing to fill the roles as Unit Chair as well as shop stewards. If you are interested in these roles, please reach out to myself, Tammy – president@cupe523.com. I have been able to visit the Kelowna sites and deliver donuts and information to all members. Shawn, the 1st vice president, and I delivered an information package as well as donuts to the Vernon sites on our way to another meeting in Salmon Arm. The feedback has been the members are feeling more appreciated and thanked that we would take the time to recognize them. Part of this outreach is to see if we can answer questions, concerns, and advocate for some getting more involved and helping out with TPCS. We are having a TPCS Unit Meeting online on Tuesday November 29th starting at 7pm. Please look for the email link in your personal email account. At this meeting we will be listening to the members and their concerns, give you updates and hold an election for all positions. I hope that as many members from TPCS can attend this meeting.

1st vice president position – The executive welcomes Shawn Melnyk who has been appointed into the role of 1st vice president. Thank you, Shawn, for taking this role on and I look forward to working with you.

As president, I have been supporting all unit chairs and executive members with their roles and offering support where needed. In the past month, I have also attended meetings such as President Council meetings, OH&S meeting and training, Bargaining/Negotiations meetings with all 6 units, CUPE BC K-12 Committee meeting. I have attended the Okanagan Mainline District Council (OMDC) meeting as well this past weekend. These are all beneficial for the president to attend and participate in as this helps all members. There are more that I have done but the above is just a small portion of this role.

Winter School – I have applied and been approved to attend winter school. I am taking the course “Arbitration – “To Go or Not To Go”. I am excited to take this course to learn more about the Arbitration process and to bring back my learning to share with the executive, 1st vice president and shop stewards as well as the members. This will benefit the local for sure.

As we head into the holiday season, I hope that everyone finds some peace and finds time to rejuvenate. This time of year can be a stressful one and a reminder that the executive is here for you.

Have a safe holiday

Tammy Carter
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