

CUPE 523 NEWSLETTER

Spring 2023

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. More than 100 countries now participate. Due to COVID, CUPE was unable to host any event over the years.



CUPE 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.

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CUPE 523 Ad in the Penticton herald
April 2022

This year at CUPE BC Convention a moment of silence takes place for all our members who have lost their lives. Please bow your head and take the time to remember our members!



Presidents Message

As summer fast approaches, I hope that you find time to relax, enjoy and spend time rejuvenating and doing something you love doing. I would like to welcome the new members who have been hired and are now part of the union. I look forward to meeting you one day at a meeting or at an event. The union is working hard at getting as many up-to-date contact information for our members so we can make sure our database is current as members move. If you have not yet filled out the "Sign Up Here" link on the website, we encourage you to do so. This will get you the most up to date information that we send out. Information like meetings, family fun days or activities that are happening within the units.



I wanted to personally thank all the executive members for their hard work and dedication they have for their members. I am taking this opportunity to tell all members that they are doing a wonderful job. I also wanted to thank all of the members for the work you do daily. Those who are in roles as shop stewards or on a committee, your work doesn't go unnoticed. I am truly grateful for the work that you do. I am honored to be the president for Local 523.

This spring has been a busy one. There have been lots of extra meetings while doing the work of the union. As we move into the summer months, I plan on getting out camping and scrapbooking on a couple weekends. I am looking forward to spending time with my husband and adult children as well. I would like to thank the members who have reached out to myself and the executive and giving us thanks for the work that we are doing. The executive and I thank you as well. It is really appreciated, enjoy your summer.

Tammy Carter
President
CUPE Local 523



1VP Message

Hello, my name is Shawn Melnyk, and I am the 1st Vice President of Local 523. I have been a CEA in School District 67 for almost 6 years. I moved to Penticton in 2017 with my wife, Vanessa, from Surrey with our two dogs Gracie and Rambo.

I became involved in the Union in 2022 as a Shop Steward for unit 67. I was then appointed by the executive committee to the 1st Vice President position in November of 2022 and subsequently elected to the position in March 2023.

In March of 2023, I had the honor and privilege of representing our local as a delegate at the CUPE BC Convention in Victoria where delegates from around the province helped pass resolutions to better help our members and communities.

What I like about being involved with the Union is the ability to help support our members in their time of need and to support you in having a safe and healthy work environment.

Reminder, Do not go into a meeting with the employer without a union rep!!!

If there's anything I can help you with, Please feel free to contact me at (604) 202-9500 or by email at 1vp@cupe523.com

Thank you,

Shawn Melnyk



Indigenous Workers Representative



Tanis! Way! Hello!

I am Sherri Havig. I would like to introduce myself to everyone as the new Indigenous Representative for CUPE 523!

I work as an Indigenous Advocate here in School District 53 and have done so since 2016! I am Cree from Onion Lake Saskatchewan on my mothers side and Norwegian from my late fathers side. I have lived in Oliver basically my whole life and my life consists of learning more about my culture and the Syilx Culture and practices. I am honored to live where we can harvest so many plants, animals and medicines here locally!

This position although new, I am very excited as we have a large variety of Indigenous workers within our union and I hope to be able to assist in the reconciliation and furthering knowledge of us indigenous peoples. Indigenizing our union and encompassing working together as a whole and a team such as the indigenous ways.

Sherri Having
Indigenous Workers Representative
Indigenous_rep@cupe523.com
CUPE Local 523



TPCS

Turning Points Collaborative Society

My name is Zoey, and I am a Licensed Practical Nurse at Turning Points Collaborative Society. I work out of the Rapid Rehousing program in West Kelowna – where we work with individuals who have become homeless due to multiple factors and help them with their housing goals which could look like Market housing, seniors housing, supportive housing, or even treatment. My hobbies outside of work include photography, playing video games, and finding a great place to eat!



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 digni-

Unit Chair:
Zoey

tpcs@cupe.com

www.523.cupe.ca



NOYFSS

North Okanagan Youth & Family Services Society



My name is Rob Young and I am the unit chair for NOYFSS. I am part of the school-based outreach team at NOYFSS. I have been part of the school team for three years and work in two of the elementary schools in Vernon. I have been at NOYFSS for over seven years now. I started in our specialized homes program, and have been working on our Youth at Risk team, and Family service team. I joined the Union as a shop steward to give back for all the union has done for me, and when asked to take over as unit chair from the previous chair I was honored to say yes to the position.

NOYFSS is community focused non-profit that helps children and families in Vernon. NOYFSS has programs that range from our specialized homes programs, to ADHD support for parents to school-based outreach support for families. NOYFSS was founded in 1974 and was originally focused on the specialized homes program and has continued to grow over the years into the well respected community agency we are now.

SCS Summerland Community Support

Summerland Community Support – Summerland Community Support supports adults with developmental disabilities. They offer programs such as recreation, arts and crafts classes, nutrition and fitness, life skills and recycling for people with developmental disabilities. We also provide opportunities for groups to meet socially and enjoy activities in the area.

There are a few vacancies within this units. If any of the members within Summerland Community Support are interested, you are encouraged to reach out to find out more information. You can contact the SCS email at – scs@cupe523.com

The contacts are as follows:

Unit Chair

SCS Acting Unit Chair – Zoe Clark – scs@cupe523.com (Tammy – President, is assisting with this role for the time being).

Shop Stewards – There is one shop steward at this time for SCS. If you are interested in this role to support members, please let us know.

Shop Steward – Devan Ayris – d_carroll@live.ca – phone – 250-328-2539

Committees

Health and Safety – Shawn Carter – briskbc@gmail.com phone 250-328-8667 (each unit is allowed to have two reps if they need it)

Education – VACANT

Good and Welfare – VACANT

Communications – VACANT



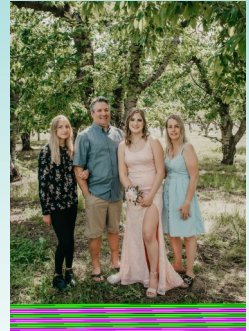
Again if you are interested in getting more information above please contact either of these emails – scs@cupe523.com or president@cupe523.com

SD53 Okanagan Similkameen (School District #53)



Message from SD53 Unit Chair Charlene Turnbull:

Spring is here and Summer is approaching fast, I hope everyone is looking for more sunshine!! I just want to take the time to thank everyone for your hard work at keeping our schools running smoothly. I know getting out of the pandemic hasn't been easy for everyone, but I know that each and every one of you is important and the school District couldn't survive without you, so I want to say Thank you! I would also like to remind everyone that attending Unit meetings and General Local meetings is important. Look on CUPE Boards for NEW QR codes, check out our website and Facebook page for information on the next meeting or current info. CUPE 523 – Representing school and social service workers in the Okanagan.



I Have been married for 21 years. Two beautiful daughters, one is heading to college and the other goes to Osoyoos High School. Not only have I been the unit chair, I have sat on the CUPE BC OH&S committee, Credentials Chair for CUPE BC Convention 2023 and recently President for OMDC (Okanagan Mainline District Council)



Stay Informed

- ◆ Go on our website to add yourself to the email list/ text option
- ◆ update any of your information.
- ◆ Unit and executive Contact list
- ◆ All Local information is updated on website



SIF (Service Improvement Funds)

Funds allocation meeting will take place with Employer in June. If you have different ideas than the past year, please contact your Unit Chair. The funds are used towards time outside your regular timetable.



SD53 cont.

IMPORTANT to Read your Earning Statement at every pay period.

Reading your Earning Statements and contacting Payroll ASAP if there are discrepancies.

Stewards:

Unit 53 is looking for more stewards

- Stewards play a significant role in our Unit
- Help assists with any situations that is going on with employees
- Work alongside of the Unit Chair
- Free Training provided
- Reach out to a steward or Unit Chair if you would like to become a steward!!

Mobilizing Committee members at each site is needed:

- § 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)
- § Keeping the CUPE Boards up to date

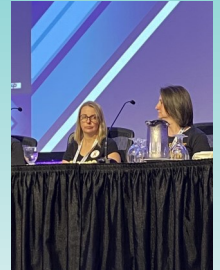
If you think this, is you, please reach out to your Unit Chair! Our members need you!!!

[Login page - Page to login into LifeWorks App - LifeWorks - School District 53](#)

Login: SD53 Password: healthy

Unit SD53 Events:

We had a Christmas Party Dec 10, 2022, what a fun time we had!! I want to Thank Melanie Harriman for all her hard work in organizing a fantastic event. Stay tuned for Spring or Fall Family/Friend event that will take place. If you are interested in helping with upcoming events, contact your Entertainment Committee members Melanie Hariman and Heather Owens.



SD67

Okanagan Skaha (School District #67)

Hello SD 67 Members.

It's been a really crazy last number of months, here's a little summary of what your union has been up to, and what I've been up to on your behalf!

I was really thankful to attend the CUPE Annual Convention in Victoria this past April. Really important resolutions are passed at that convention, and I always find that I make great connections that can help me in my job back home supporting my members.

I was a part of the budget consultation committee again this year. Thank you so much to Kim Row who sat on the committee with me and asked some hard questions. As a result of the budget outcome this year, 10 – twelve month custodial positions were added to the schedule for next year. We also asked for more clerical time and more EA time, but no money was granted for those sectors. We'll keep fighting for more. I attended numerous Executive meetings for our local, as well as a K-12 President's Council meeting, where I connect with other President's from around the province to see how things are going in their school districts. For the record, everyone is facing the same issues we are... mainly lack of staff.

I supported several members through investigations with the employer, which is a hard but necessary part of my job. I had a monumental birthday and spent an entire weekend away with my family to celebrate!!!! I attended our Joint Labour Management meeting, where myself, Tammy Carter and Shawn Melnyk (Vice President) meet with our local employer to discuss issues that arise. If you ever want me to bring something forward at that meeting, please just let me know – that's what I'm here for!

I attended the last District Equity Meeting of the year. This is a committee spearheaded by Dustin Hyde in our district and I am looking for another CUPE member to attend these meetings with me in the upcoming school year. The Equity Committee examines Indigenous equity issues and how best they can be addressed in the district. The Committee is made up of members that represent many communities, including CUPE, OSTU, District Staff, Principals, Elders, PIB Members, representatives from the Metis community, district parents, etc. If you want more information or think you'd like to join with me, please let me know. This is paid time off to attend the meetings. I attended consultation meetings regarding LIF hours for EA's in the upcoming school year. More information will be forthcoming on that.

In conjunction with SD 53, I ran a very successful retirement seminar for 35 of our members (along with some of their spouses.) This was a 2 day event that was very well received. Thank you so much to Charlene Turnbull, who is Unit Chair for SD 53 for helping me with our event, and also to Courtney Thomson, Unit Chair with SD 83, for helping me with overall organization. We'll be doing this seminar again!

I attended an Occupational Health and Safety Training encompassing members from many school districts up and down the valley.

I attended Spring School in Kamloops where I acquired further training that will help me grow in my role with the union. Some notable topics were: Facing Management, Allyship, Occupational Health and Safety, and pay equity, just to name a few.

Finally, at the end of May we held a very successful Family Day event at Loco Landing. It was very well attended, thank you to all who came out! We've done Loco Landing for a number of years now and I'm hoping to change it up a bit in the future, so if you have any ideas, please let me know.

In closing, I'll give you two reminders that I feel like I say to our members on a daily basis:

1. DON'T WORK FOR FREE!
2. VIOLENCE IS NOT A PART OF YOUR JOB!

I wish everyone a long and relaxing summer. See you all in September!

Sincerely;

Terri Phillips

Unit Chair



SD67 FAMILY DAY

Lots of fun was had on May 28, 2023. Thanks to SD67 CUPE members and their families enjoyed a great day at LocoLanding in Penticton.



SD83 North Okanagan Shuswap (School District #83)

Hello/Weytkp,

My name is Courtney Thomson, I have been a CEA since 2018 at SD83 in the North District on the unceded territories of the Okanagan/Sqilixw/Syilx and Splotsin People. My husband and I moved here from the coast with our two beautiful children. The adjustment has been exceptional. We cherish every day and are thankful for the life we have been given.

My journey into the Union was a blessing, I was voted to go to convention, and I feel like the rest was history. I have been involved in the Entertainment committee and a Shop Steward for SD83. I have recently started this position as Unit Chair, thank you for giving me the opportunity to advocate for you and with you.



A few events that happened in our unit these last months is the Retirement seminar at the Prestige Harbour front hotel. The feedback that I received was that the seminar needs more food next time and the information was helpful. Another event was we had a few members go to CUPE BC Convention in Victoria. This is a weeklong event full of opportunities and networking with other members.

For information concerning Health and Safety, our union reps are Amanada Thiele a_crawley@live.com and Angela Pittman crowandchick@hotmail.com.

<https://lifeworks.com/en>

User name: shuswapsd83 password: healthy

SD83 cont.

Our Collective agreement is still in the editing process, what this means is the union and employer go through the Collective Agreement to make sure it has the correct language and changes from when we Bargained in from October-Jan and then it goes back to BCPSEA for editing. This is a process, and I will keep you updated along the way as to when our updated Collective agreement will be out on a printed copy.

I have a survey was sent out with a few options for entertainment, the feedback was great. It looks like the membership is looking for a dinner at

the Casino or a Christmas party. On that note I cannot do this alone, come help make a memorable night for yourself and the members.

I would like to finish off with Thanking everyone for all their support, kind words and encouragement along my journey as Unit Chair for SD83. I am fortunate to work and serve with such wonderful people.

A huge shout out to the members, Thank you for your services!



K-12 Bargaining

All K-12 school support locals in the province have ratified renewed collective agreements with their respective school districts as of this week. This caps off a very successful round of bargaining that saw significant gains – and no concessions – for the provinces over 40,000 school support workers.

Some of the improvements K-12 school support locals achieved include increased hours for Education Assistants, market adjustments to address recruitment and retention challenges, and other gains utilizing local bargaining table funding.

The successful local bargaining built on the Provincial Framework Agreement, reached with the B.C. Public School Employers' Association in September 2023. The 3-year PFA gained new commitments for support staff education, a new Provincial Joint Health and Safety Taskforce with a mandate that includes supporting measures to address workplace violence prevention, and \$3 million in annual funding for benefit enhancements (more details on these enhancements will be released shortly).

The PFA also included general wage increases and cost of living adjustments. Thanks to unprecedented cooperation and solidarity between public sector unions in B.C., these increases exceed those seen in most other Canadian jurisdictions.

The biggest factor to the success of this round of bargaining sits with the support, involvement, and mobilization of school support members across the province. Members across B.C. stood strong with their union, at the local and provincial levels. Several locals across the province were faced with concession demands by their respective school districts. But members stepped up with mobilization efforts, participating in strike training and kept united fronts across the province.

The K-12 Presidents Council would like to thank all members for their extraordinary support and solidarity during this round of bargaining. The gains we've made recognize the crucial role your work means to B.C. students, families, and communities.

[CUPE K-12 BC – Keeping BC public schools clean, safe and inclusive](#) View [PDF here](#).



On Dec 9, 2022 ratification vote took place, I am here to tell you that the Ratification vote for our new Collective Agreement for June 2022-2025 has passed with 74% in favor!

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

I am so happy to relay that our CA has been ratified and has passed with an overwhelming 97% YES vote.

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

I am so happy to relay that our CA has been ratified and has passed with an overwhelming 87% YES vote.

Unit 83 Chair – Courtney Thomson– unit83@cupe523.com

One important change to all collective agreements is the addition of the Land Acknowledgement !!!!

[Collective Agreements – CUPE 523](#)

Completed copies are being proof read and soon will be out to printers and available for members to have.

Please read through your collective agreement and see what changes your bargaining team worked hard to make for our wonderful members.

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

www.523.cupe.ca



CSS Bargaining and k-12 bargaining

Community Social Sectors Update – All three units have ratified the new language of the Collective Agreement. We are waiting for the contracts to be proofread and drafted. Once this is done, we will be sent the link and we will go about ordering the Collective Agreements for all the social sector members.

K-12 Bargaining Update – All three units have ratified the new language of the Collective Agreement. The draft contracts have all been proofread by the Union and Employer. BCPESEA has them now and is editing the drafts. Once this is completed, they will send them back to the Employer and the Union. We will read the drafts again to make sure they are edited with the changes we needed. Once this is done, they will be put into final version and the links will be sent to the Union. At this point the links would be shared with all members, as well as put onto the website, then we will get some printed.

Bargaining and getting the new contracts printed after bargaining for both the Social Sectors and the K-12 units, is a process and we thank you for the patience in this process. The union is doing everything we can with the process. In the meantime, we are encouraging members to look at the old collective agreements (which are all still in place) as well as the changes that the union has sent out to members. If you are in need of these to be resent, please reach out to the unit chairs in your units.



OH&S Update

The local health and safety committee had a meeting in May, and we had training from WorkSafeBC and BCFED to educate us about the process of unsafe work, how to report, and what should be reported. We will be getting resources organized to share with the health and safety reps. If you are a health and safety rep at a work site, please make sure that your unit

Do you know what an incident report is? It is filling out a form to find out what happened so that it can be prevented from happening in the future. An incident report needs to be filled out for each incident, a scratch, a kick and a spit are only a few of these examples. These forms also need to be filled out on work time, not your own time. Details on the incident, what happened before, what was the incident and what happened after need to be on the form as well. You can always add more information on a piece of paper. Reminder that the union is here to help you. Each unit has local health and safety member reps as well as each work site is supposed to have a joint health and safety committee. If you need help, please reach out.

Unsafe work and refusing unsafe work. There is a process for this as well and we will send out a flow chart to assist you. Please do not leave work when refusing unsafe work. Rather, contact the unit chair, shop steward or the health and safety person to help you with this process.

The local health and safety committee wishes you a safe summer, a reminder to keep yourself safe in the sun and heat.



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 - Shawn Melnyk —1vp@cupe523.com

2nd Vice President - Melanie Harriman—2vp@cupe523.com

3rd Vice President - Devon Brindle—3vp@cupe523.com

Indigenous Workers Representative— Sherri Having —

indigenous_rep@cupe523.com

Unit Chairs:

TPCS— — tpcs@cupe523.com

NOYFSS— Rob Young— noyfss@cupe523.com

SCS—Sunnie Waters — scs@cupe523.com

SD 83— Courtney Thomson—unit83@cupe523.com

SD 67—Terri Phillips—unit67@cupe523.com

Communication Matters

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

Email Updates from your Unit Chair and your Executive

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

Check your site **Bulletin Board**

Attend **Unit & General Meetings**



Find us on:
facebook®

CUPE 523

www.523.cupe.ca



Did You Know??

New members can register on the Cupe523 Web site to get all the latest information.

You can also find the Collective agreement,

Bylaws, Policy and Procedures, news and a list of all your local Contacts !!!

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



Bulletin – 6.75% wage increases starting July 1

New inflation figures released this week confirm that the maximum wage protections in our K-12 Provincial Framework Agreement will be triggered, and members will receive the full 6.75 percent wage increase starting July 1, 2023.

This brings the total general wage increases for the first two years of the agreement to well over 10 percent for most members.

BCPSEA will be providing school districts with updated wage grids as soon as possible. Wage grids will also be sent to locals to share with their membership.

The Provincial Framework Agreement also includes a cost-of-living wage protection for July 1, 2024. We expect to have information on this increase this time next year.

View [PDF here](#).

Taken from: [CUPE K-12 BC – Keeping BC public schools clean, safe and inclusive](#)

To learn more about CUPE education.

Contact the Education Rep. in your unit. To request to

attend courses that are being offered through CUPE BC fill our education form online at CUPE523.

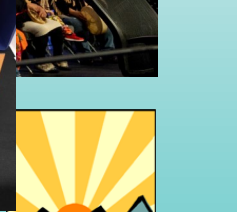
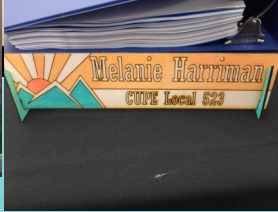
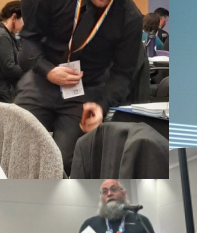
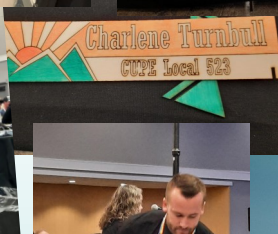
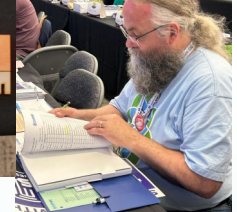
www.cupe.bc.ca/resources/union-education

Look into your locals Collective agreement!!!

Collective Agreements – CUPE 523

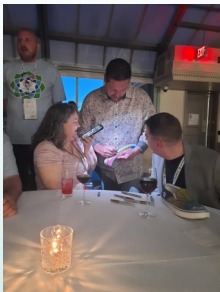
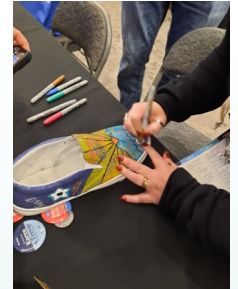
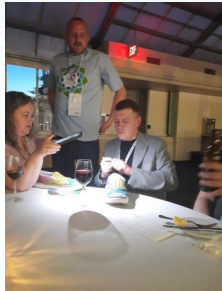


CUPE BC CONVENTION 2023



THE FAMOUS CUPE Shoes??

You hear about the famous CUPE socks that they give out at convention. Well this year our very own Shawn Melnyk 1stvp created his own pair of shoes. These shoes drew so much attention another local asked if they could have them to gift out. Shawn used his shoes to his advantage and got everyone he could to sign them. What an amazing pair of shoes!!



Unit 5

Retirement Seminar



A retirement seminar was held for members of SD 53 and SD 67 on May 15th and 16th. It was so popular that we had to turn people away from it. We are aiming to hold another one in early fall, based on the amount of people who still want to take it. In all 35 people attended, which included our members and some of their spouses.

The facilitator for the seminar was Richard Paul, who has been doing CUPE presentations like this for many years. He shared so much information on CPP, MPP, and the ins and outs of the most beneficial way to get the most out of retirement. Not only did he cover the financial aspects, but he spoke a lot about maintaining one's physical and mental health in those retirement years. All in all it was two days from 9 am to 4 pm that were absolutely packed and enjoyed by all who attended.

A reminder: our Collective Agreements state that all members are eligible to attend one retirement seminar PAID during their employment with the school district. One of those days is paid by the employer, and the other paid day comes from your union. In the most recent Collective Agreement that was bargained last fall, it was agreed upon that members can also attend the seminar a second time, but if one chooses that, it won't be paid days – it will be at the member's expense.

Stay tuned for info on the next seminar!



Next General Meetings

Date	Time	Area	Location
September 16th 2023	10am	Salmon Arm	TBA
November 18th 2023	10am	Penticton	TBA
February 10th 2024	10am	Vernon	TBA
March 2nd 2024	10am	Kelowna	TBA
May 25th 2024	10am	Oliver	TBA

All meeting are also offered online via the TEAMS platform.

Make sure your part of the CUPE mailing list to receive the link for the meetings!!

If childcare is needed in order to attend these meetings in person, please notify your local chair ASAP.

If you are a responsible adult with First aid/CPR or have a child with the babysitters course and are interested in assisting with child care, please notify you local unit chair.

