

Local 523 REPORTS

For February 2024

UNIT REPORTS:

SD67 - Okanagan Skaha

Grievances:

One ongoing, one being submitted.

Unit Reps:

Shop Stewards: Molly Ehmann, Deborah Rivest, Pat Styles, Roberta Hormes, Bonnie Hartskamp, James Gross, Sara Vrolyk.

Good and Welfare: Deborah Rivest

Health and Safety: Lorie Zachariuk and Blyn Loewen

Communication: Kristy Barnay

Education: Deborah Rivest

Training:

Blyn Loewen attended Harrison Winter School for OH&S Training

Communication Rep Kristy Barnay finished ALL OF THE BULLETIN boards in all sites in the district. Thank you Krisy – they look awesome.

Bargaining Issues:

Ongoing (members, if you have something you want brought forward, let me know!)

Unit Activities:

Early stages of planning April Pro D

Thinking about Family Fun Day in May

Looking for feedback on an OSTU / CUPE party

Challenges:

- Massive changes coming to SD 67 with possible closing of schools / return of K-7
- Many questions being asked by staff (what if?)
- Unit Chair attending MANY meetings this month from rollout of the school closure plan to the public, to engagement opportunities at several different schools.
- Cattle call / post and fill **MAY** be coming
- JE appeal re: Diabetics – was processed, appealed and then completed. Very successful outcome for our EA's who are doing Diabetic care in the district. Higher pay, retroactive pay coming, and new job descriptions for September.
- JE coming up where we're tackling ISW's jobs. It's huge and will be a long process.
- One bullying and harassment case ongoing.
- 5 investigation meetings / outcomes in the past 30 days.
- Assisting 3 members dealing with STD/LTD/ WorkSafe
- Assisting 2 members with refusal of unsafe work
- First budget meeting of the season is February 21st. This process lasts until May. Yet again this year there is a 1million + deficit to be covered.

In Solidarity,
Terri Phillips
Unit Chair, CUPE Local 523
unit67@cupe523.com

SD53 - Okanagan Similkameen

Unit Reps: Stewards: Kris Keith, Gerald Lesmeister, Susan Zomar
Education Rep: Anne Selsing **Communication Rep:** Kim Dragseth
Good & Welfare Rep. Susan Zomar **OH&S Rep:** Charlene and Susan Zomar
Entertainment SD53: Heather Owens, Sharlene Fernandes

Training:

- There is steward training available for anyone that wants to become a steward. Please reach out to your unit Chair for more information on becoming a Steward.

Bargaining Issues:

- The distribution of extra hours not going out by seniority this is something that I have been finding out in all departments, I will be looking at language to bring forward to change in the next bargaining round.

Unit Activities:

- 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.
- 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!**

Challenges as a Unit Chair:

- Getting out to sites and meeting members.
- Having members attend general and unit meetings, attending meetings is important.
- Understand your rights as an employee. Please make sure you reach out to myself or a steward if to have any concerns or questions.
- Remembering to not use your 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.
- Next Unit Meeting will be in Spring, and I plan to have this meeting in person
- Not having enough Stewards is a challenge or site Communication person, 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

A notice of motion went out to increase my Union book off day by one that would make my unit chair position a 2 day book off. I feel that I am never caught up, only putting out fires and not doing good union work. Increasing my position will be very beneficial to the members. I could attend more meetings to work with the Employer situations that arise in our district. At this moment I do at least 30-40 hours a month unpaid. I am feeling burnt out, overworked and feel I could do more for our members if I had more time. The Unit Chair position has become a lot of work; I want members to feel I am there for them when they need me.

In Solidarity,
Charlene Turnbull
Unit Chair SD53
CUPE Local 523
Unit53@cupe523.com

SD83 - North Okanagan Shuswap

Shop Stewards: Eric Martello, Richard Scott, Valerie Dean, Jennifer Harper, Cheri Calvert. Kandace Turnbull

Good & Welfare: Jennifer Harper

Communication: Courtney Thomson

Entertainment: Morgan Willson

Wellness: Courtney Thomson

Health & Safety: Angela Kahan, Amanda Thielen

Education: Valerie Dean

Enviromental Ad. Hoc. Working Group: Chelie Elson

Unit Activities: Winter Party Feb 3, 2024, this will be held at the Curling club, NOSTA will be doing this party with CUPE.

We had a great turn out, between CUPE and NOSTA there were about 100 members, half CUPE, Half NOSTA.

News for upcoming events:

- Open house 2024, using NOSTA office, inviting Karen Ranalleta CUPE BC President.
- Retirement Party June 2024

Member Orientation: Jan 2024 The orientation will be held at the DESC. CUPE will have orientation bags for new members.

The orientation was done differently this time, I talked more about our unit rather than our Local. There is a lot of information in the orientation bag, there was a Q&A period. This orientation will be changing to suit the needs of the members.

Shop Steward Meeting – Feb 2024

Executive meeting – Jan 2024

Training: Harrison Hot Springs Education week.

Valerie Dean, Jennifer Harper, Courtney Thomson from SD83 is attending school.

Courtney Thomson- I took Mental Health First Aid at Winter School. The most important piece of information I learned was how many resources we have access to. I will be putting these resources into our monthly Newsletter and in our Health and Safety Newsletter for our local.

Jennifer Harper- I attended mental health first aid at Harrison winter school. It was a course full of wonderful resources that are accessible in a lot of communities as well as across BC and the facilitators were very knowledgeable and themselves play a vital role in mental health awareness. I feel that I gained a wonderful amount of knowledge to do with a large range or mental health diagnosis, as well as how and why mental health care not only is so important to us individually but to our society as well. We also were taught (and were given), how to use a naloxone kit. I feel any course and availability to any info towards mental health is a necessity in our society today and would recommend this course to everyone. I appreciate it so much that our union gives its members the availability to learn so many different topics.

Bargaining-

Looking at how the committee's will be developed and what the provincial bargaining will look like. The presidents that will be at the provincial table are Terri, Grey from Kelowna and Vernon.

Unit Concerns:

The grievances procedures are taking too long, they are not matching up with our CA (Collective Agreement) guidelines. The union talked with the employer and requested that this be cleaned up. The employer has assured us that the process will be a lot quicker going forward.

Health and Safety. WorkSafe has been involved this month, and we are working with the employer to ensure that the process and procedures are in place and welcomed by all locations.

This is an ongoing concern

Health and Safety CUPE reps: We meet once a month to go over minutes from all locations. We are collaborating on where the minutes will be filed so the committee has access to them. This is still an issue

**In Solidarity,
Courtney Thomson**

**Unit 83 Chair
CUPE Local 523**

Unit83@cupe523.com

NOYFSS

Unit Reps:

NOYFSS has three shop stewards: Alica Mercer, Rob Young and Olivia McInroy.

OHS Reps:

Jessica Krushen

Brie DeCenzo

Good and Welfare Reps:

Joy Johnson (CBS)

Melissa Ferguson (SHSS)

Communication Rep:

Nikki Kazimer

Education Rep:

Vacant.

Unit Activities:

NOYFSS has increased positions with a new contract for a third home, Cedar House. This will house 2 emergency beds for MCFD and will have 10+ positions which will mostly be for Child and Youth Workers. *New Admin position posted today (10), higher than other Admin position (07)- current admin did the work.

Challenges:

There has been some issues around members being promised positions by the employer and then not being given the position as we have the 4 pillars and they need to be implemented.

Sick days will become 100% as of April 1, 2024 and there has been lots of conversations around what happens to the already accumulated days.

In Solidarity,

Samantha Robinson

NOYFSS Unit Chair

CUPE Local 523

noyfss@cupe523.com

Turning Points

Unit Reps:

Stewards: Bob Crozier (Vernon), Gbolahan Oyenola (Oye) Ostrander (Vernon), Megan McKague (WK/Kelowna), Dan Kent (Vernon), Kenji Robson (Vernon), Amanda Spurr (WK/Kelowna)

Good and Welfare: Jesyca Smalley

Education: Khalid Alhamad

Health and Safety: Bob Crozier, Zoey Froemgen, Shaun Coulthard

Communications: Vacant

Bargaining Issues:

Bargaining completed, new collective agreement in place. Still awaiting new collective agreement booklets, no timeline yet.

Unit Activities:

- Unit meeting was February 2, rescheduled to February 15 due to no turn out.
- Next Steward meeting. March 8th at 6pm.

New/Ongoing:

- Folks are asking me about implementing 4-day work week. I continue to let them know that the employer must reach out to the Union to make any schedule changes. Received email from TPCS management about a new pilot schedule and will be reviewing in the next little bit.
- S8 closing end of March, TPCS has acquired new building in Rutland. I'm unsure when exactly it's opening. TPCS will have to follow layoff protocol.
- If you don't receive emails from us, please go to our website and there is a link to subscribe to TEXT & EMAILS. This way you can stay up to date on the latest meetings and information going on in your unit.
- All information is located on our Local 523 website, you can also join our Facebook page as well as our new Instagram Page

SCS

Unit Reps:

Unit Chair: At the moment this is VACANT

Stewards: Devan Ayris, email: d_carrol@live.ca phone: 250-328-2539

Education Rep: VACANT

Communication Rep: VACANT

Good & Welfare Rep: VACANT

OH&S Rep: Shawn Carter, email: briskbc@gmail.com phone: 250-328-8667

Members of Summerland Community Support (SCS) Are encouraged to reach out to either Devan as the shop steward or Tammy Carter to assist you and if you have any questions.

If you have not signed up for emails from the local, or text messages or done the beneficiary card, please do this as soon as possible by going to the local 523 website. Link is the following:

[Membership Application Form \(office.com\)](#), also go to the same website to sign up for text messages - [FORMS – CUPE 523](#)

Again, if there is something we can help you with, please reach out to Devan the shop steward – contact above, or Tammy Carter at president@cupe523.com, phone 25-462-3343

COMMITTEE REPORTS:

Health & Safety – President

OH&S Report (OH&S - Occupational Health and Safety)

The committee has not met since the last report. The committee will be meeting again on February 21st over teams. More to report on next time.

We have a couple of committee members attending winter school the first week of winter school taking the health and safety week. Looking forward to hearing from them about their experience and what they have learned.

OH&S Newsletter

Thank you to Zoey and Courtney for the newsletter that went out. This is something that the committee wants to do for the members. It is valuable information and one that needs to be shared. The committee will come up with other ideas for the health and safety newsletter. If you have any ideas for the newsletter, please share them with us so we can add it to the running list of items.

I left some helpful resources I was given when I was at the CUPE BC K-12 Committee meeting earlier this month. Take a look.

CUPE BC Website has an updated and useful guide.

[Guidelines: Psychological Health and Safety | Canadian Union of Public Employees \(cupe.ca\)](#)

BCFED has some health and safety courses as well that you may be interested in.

[BC Federation of Labour | bcfed.ca](#)

Worksafe consultations and public hearings was rather interesting to take a look through

[Current Public Hearings & Consultations - WorkSafeBC](#)

Worksafe Bill 41

[Bill 41 – 2022: Workers Compensation Amendment Act \(No. 2\), 2022 \(leg.bc.ca\)](#)

Another resource shared with me

[Filtration and Disinfection FAQ \(ashrae.org\)](#)

If you have any Health and Safety concerns, please contact your health and safety reps listed below. There are a few vacancies, if you are interested in the role, please reach out to the unit chair.

Unit Committee Members for OH&S

SD67 - Blyn Loewen email: blynloewen@gmail.com phone: 250-809-8647

VACANT – If you are interested contact your unit Chair

Unit Chair – Terri Phillips – unit67@cupe523.com phone: 250-488-6968

Unit 53 – Susan Zomar email: susan@zomar.ca phone: 778-552-9793

Charlene Turnbull email: unit53@cupe523.com phone: 250-485-7302

Unit Chair – Charlene Turnbull email: unit53@cupe523.com phone: 250-485-7302

Unit 83 - Amanda Thiele email: a_crawley@live.com phone: 250-803-6647

Angela Pittman email: crowandchick@hotmail.com phone: 250-675-2974

Unit Chair – Courtney Thomson email: unit83@cupe523.com phone: 604-854-0423

TPCS - Bob Crozier email: rwbobcrozier.377@gmail.com phone: 778-212-3777

Shaun Coulthard email: shauncoulthard@yahoo.com

Unit Chair - Zoe Froemgen email: tpcs@cupe523.com phone: 780-238-5131

NOYFSS – VACANT

Unit Chair – Samantha Robinson – **soon to be VACANT**

noyfss@cupe523.com

SCS - Shawn Carter – email: briskbc@gmail.com phone: 250-328-8667

In Solidarity,

Tammy Carter

President, CUPE Local 523

president@cupe523.com

Education – 3rd Vice President

The Education Committee has not met since the past report. One member has been signed up for Shop Steward Training out of District 83, and a second has received Shop Steward training out of TPCS. I would like to continually thank those members who have committed to sitting on this committee for their time and effort!

In Solidarity,

Devon Brindley

3rd Vice President

CUPE Local 523

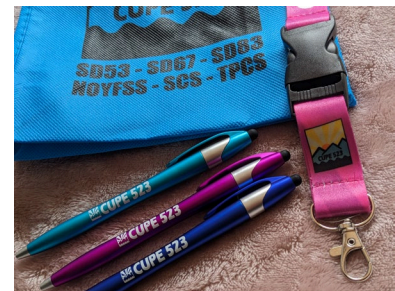
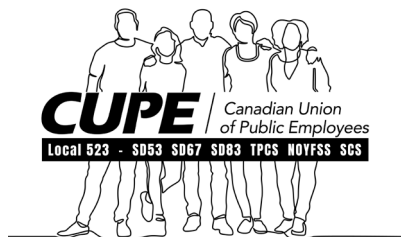
Communication - 2nd Vice President

I would like to thank all those involved in making the Communication Committee run so smoothly. We are currently looking to fill a vacancy out of SD #83, anyone who may be interested in this position or knows someone who does should feel free to reach out to their respective Unit Chair for more information.

- This year we created and published CUPE Local 523's first [New Member Handbook](#). These will be sent out with our New Member Packages, it's a wealth of information to introduce and familiarize new members to CUPE Local 523, as well as CUPE BC, and CUPE National. OMDC included our Local in a photography shoot and we were fortunate enough to have access and use these images.



- This year the Committee helped the Local create and purchase a variety of "Local 523" merchandise, such as lanyards, steel water bottles, pens, stickers, and small recyclable bags, and t-shirts.



- We also ran our first Local Contest: 'Holiday Cheer at Work!' Overall, I think that it was a success, we had 6 entrees with 23 members participating and we look forward to running future contests.



Please send us photos of You and Your CUPE Co-Workers Showing your Holiday Spirit at Work!

Contest is open to all members of Local 523
Every submission will be entered into a draw for union swag
Each Unit will have a WINNER!

Submissions can be forwarded to your Unit's Communication Committee rep, the Unit, or the Recording Secretary
Images will be shared with the Local online...
Facebook, Instagram, website, email...

Submissions deadline is Dec.31/2023

**In Solidarity,
Acting Chair:
Devon Brindley
3rd Vice President
CUPE Local 523**

And Erica McDowell, Recording Secretary, CUPE Local 523

Good & Welfare - 3rd Vice President

NOYFSS – Joy Johnson/ Melissa Ferguson- One gift card (\$50) was sent to a member for the purpose of an extended leave.

TPCS – Jessyica Smalley – Two gift cards for (\$50) each were given to members for the purposes of a long term leave of absence, and a member in mourning.

SD67 – Deborah Rivest – No report

SD53 – Susan Zomar- No report

SD83 – Jennifer Harper – One card was sent to a member for the purpose of an ongoing medical leave.

**In Solidarity,
Devon Brindley
3rd Vice President
CUPE Local 523**

SIDC (Southern Interior District Council) (OMDC Okanagan Mainline District Council) - <https://omdc.cupe.ca>

OMDC has changed their name to Southern Interior District Council – SIDC. We will still reference both as the bylaws currently state OMDC.

Congratulations to Kyle Clark for being endorsed as a candidate for CUPE BC Trustee.

Workshop being offered

They are putting on a financial workshop if people are interested.

OMDC (SIDC) will be offering the following two workshops as follows:

LET - Financial Essentials

LET - Financial Officers

These workshops are designed for Secretary Treasurers and Trustees, but they are also helpful to all executive members to guide you to a better understanding of finances in your local.

If you are interested in signing up to register, **please note that locals participating are responsible for their own mileage, per diem, hotel room and wages. Lunch and snacks will be provided by OMDC (SIDC).**

To register, it is important that you register below by using the green "REGISTER" button at the end of the notice. This is very important as these courses are not currently available on the CUPE.ca website. **The registration deadline is February 19, 2024.**

If you have any questions about the workshops being offered, please feel free to contact me or Jose Van Berkel omdcsectreas@gmail.com

A reminder that we have 7 voting seats for this committee, and it would be great to have them all filled.

Next SIDC (OMDC) meeting will be held on:

May 4th in Kelowna or West Kelowna

September 21st – Will have to check the location. I think Summerland or Penticton for this one

If you are interested in attending this meeting, please reach out to Tammy Carter.

In Solidarity,

Tammy Carter

President, CUPE Local 523

president@cupe523.com

NOLC (North Okanagan Labour Council)

North Labour Council NOLC (TPCS, NOYFSS or SD83)

We have 7 delegates that can attend these meetings. As of right now, we only have two people attending. They are meeting over zoom and it is easy to join in on the meetings. They meet the first Wednesday of each month at 7pm and take the summer months off from meetings. If you are from either TPCS, NOYFSS or SD83 and would like to attend these meetings, please send an email to Tammy Carter, President of Local 523 at president@cupe523.com

Those who attend will report back to the local on what was discussed and what is happening within the labour council. Check out the NOBLCs website for further information <https://www.oklabour.org/>

SOBLC (South Okanagan Boundary Labour Council)

South Okanagan Labour Council SOBLC (SD67, SD53 or SCS)

We have 7 delegates that can attend these meetings. As of right now, we only have one person attending. They are meeting over zoom and it is easy to join in on the meetings. They meet the first Tuesday of each month at 7pm and take the summer months off from meetings. If you are from either SD53 or SD67 and would like to attend these meetings, please send an email to Tammy Carter, President of Local 523 at president@cupe523.com Those who attend will report back to the local on what was discussed and what is happening within the labour council. There is currently a vacancy for the treasurer position.

Check out the SOBLCs website <https://www.southokanaganlabour.ca/> and their Facebook page <https://www.facebook.com/SOBLC> for further information.