



Newsletter



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SPRING 2021, ISSUE 10

CUPE Local 748 is comprised of the support staff of The Kootenay Lake School District #8 as well as the employees of Creston and District Community Complex and The Creston Valley Public Library

Upcoming
Membership
Meetings

Saturday Apr. 10 by
Zoom–
10 am both Nelson and
Creston

Nominations will be held for Executive members to be voted in at the AGM. If you are interested in one of these roles, contact an Executive member.

Join us at the CUPE 748 AGM

Saturday May 8 by Zoom –
10 am both Nelson and Creston

Elections will take place for the following positions:

President
Vice President East
Secretary
Area Reps (Nelson, Creston, Kaslo,
Crawford Bay, Slocan, Salmo)
Lead Steward
Shop Stewards (6)
Trustee (Three-year term)
Sergeants-at-Arms (East and West)

For a description of these roles, go to
<https://www.cupelocal748.com/executives.html>



We have a great opportunity to join in a conversation with CUPE BC and share information! The first of a series of Zoom calls, with an aim to consult and exchange information with K-12 members across B.C., is scheduled for this Thursday, April 8, at 5:30 pm. That first call is for members in bussing, and the registration page for this, and all of the Zoom calls, is found here: <https://bcschools.cupe.ca/2021/03/22/join-the-conversation/>.

A Message from the President

Good Afternoon Brothers and Sisters:

I have just read that my first mentor in the Union movement has passed away after contracting Covid 19. Sadly now I know of someone taken from us by this horrible curse. Gordie Larkin taught at Naramata when I attended my second Union school, as a brand new President unsure of myself in the role and lacking confidence that I could live up to what I believed you all deserved.

He taught parliamentary procedure and public speaking, “the parliamentary procedures you will learn at convention I will show you how to speak” and did he, that was the most gut-wrenching week of my life, but I learned so much. The fun laughs were when he showed us to take breaks and to make sure you counted the ummms, which at the end of the week when he stood up to report about our course he promptly stood up and gave the longest ummmmm I have ever heard, you had to be there but I still think of him when I hear those :)

Even years later he would stop me and ask how it was going offering a kind word and a welcomed hug. He was a wonderful Union activist and I only hope that someday someone thinks of me with a crumb of admiration as what I feel for him. It is so sad to see a wonderful leader gone, rest in peace my friend.

So, UMMMMMMMM we have been busy these last few months. As you probably know after many many trips to Vancouver for preparation, 2 mediations and finally three weeks of arbitration it is finally done. We are now waiting for the arbitrator's decision which may be up to a year, which when you think that this has been going on since 2016 really isn't that long.

Anita is at the EFAP (Employee Family Assistance Program) meeting today where she will be working on coming up with the short list for the possible new EFAP provider, while I am in Creston meeting with the Rec Centre crew to vote on the Memorandum of Agreement. We have had a time trying to bargain through Covid so we have worked to roll over the CA until February 2022.

We have also been dealing with the mass lay off of all of the Custodians, (this is BS as far as I am concerned) and as soon as we were made aware of it we did tell the employer that they had not had our agreement to do what they did. They were told that it was a slap in the face to the members who worked so hard this past year and that the letters had better be rescinded, which they were :)

We are waiting for the employer to apply for a section 54 which will allow us to negotiate a better outcome, hopefully with few if any layoffs and we will be holding zoom meetings with anyone who is qualified to work as a custodian before the Union agrees to anything put forward by the employer. If you hear of how it will be please let us know. We have not agreed to anything and until we talk to all of you we will not agree to anything.

I know that this is a stressful continuation of a year from hell, please make sure to take care of yourselves and your loved ones. This is a job your family is your family as always, family first if you have any concerns or issues please feel free to contact me at presidentcupe748@gmail.com, Michelleb748@gmail.com or call or text to 250-505-2712

In Solidarity
Michelle

YOUR COLLECTIVE AGREEMENT

BURSARIES:

CUPE,
Kootenay District
Council, and
KDC Women's
Committee Bursary
applications are now
open!
Deadline is May 1,
2021

Find the bursary
applications at
<https://www.cupelocal748.com/important-info.html>

Safety in Schools

If you have safety concerns in your school, whether Covid related or not, you are strongly encouraged to report them to your admin and/or site safety committee. Let's keep our workplaces safe!

18.04 Posting Period

Vacancies, if they are to be filled, or new positions, must be posted within ten (10) working days of the vacancy or creation.

Vacancies of less than thirty (30) worked shifts need not be posted. Positions shall be posted for a minimum of five (5) working days.

The senior qualified applicant shall be awarded the position within ten (10) working days of the close of the posting.

Following the close of postings, the Employer will notify the Union when positions cannot be awarded in five (5) working days.

18.05 Access to Postings

a) Postings will be issued on Tuesdays and/or Thursdays.

b) Postings will be distributed as follows:

- faxed or emailed to a contact at each District site for display.
- listed on the District Web Site (www.sd8.bc.ca)
- recorded on the District posting line (Phone # 505-7099)

c) It will be the responsibility of employees to check availability of vacancies by checking one of the areas outlined in (b) above.

d) Employees who will be absent and cannot access a telephone should contact the Manager of Human Resources (or designate) prior to leaving.

18.06 Temporary Vacancies

Temporary vacancies of thirty (30) worked shifts or more duration will be posted as temporary vacancies.

18.07 Notice of Return

If the temporary vacancy was created by a regular employee being absent due to illness or injury, the absent employee must give one (1) weeks notice of his return to work.

If the temporary vacancy was created by a leave of absence, the absent employee must give two (2) weeks notice of his return.

Pension education

Getting to Know Your Pension
15-minute online course for new or potential plan members



Making the Most of Your Pension
45-minute online course or 75-minute instructor-led webinar for members establishing their career or several years away from retirement



Approaching Retirement
45-minute online course or 75-minute instructor-led webinar for members planning for or within 5 years of retirement



Take pension education to get the information you need to prepare for your future pension. Start learning! Visit mpp.pensionsbc.ca/learning-resources

<https://mpp.pensionsbc.ca/learning-resources>

Site Communications Reps:

Are you interested in being involved in the Union, but don't want to attend meetings or join committees? Consider being a Site Communications Rep! We need one person at each site to be willing to communicate any concerns or ideas to your Area Rep. Issues will then be handed out to the appropriate CUPE Executive member for follow up. For more information contact one of your Area Reps.

A Message from your Area Reps

Area Reps are an important part of the CUPE Executive. Claire Mobbs (Salmo), Shannon May (Nelson), and Laura-Lee Arsenault (Creston) work hard to maintain communication between members and the Executive. But they are few! In addition to Salmo, Nelson, and Creston, there are vacant positions for Area Reps in Crawford Bay, Kaslo, and Slocan. It is incredibly important to maintain the communication in these areas.

Area Reps are also members of the By-laws and Policy Committee. Every year, along with other Executive members, they participate in updating the By-laws to keep them current and relevant.

Occasionally there is SD8 or Union news that is important to document. The Area Reps forward that news to the Secretary of the Union.

We encourage anyone who is interested in becoming more involved in the Union to consider being an Area Rep. It's a rewarding and important part of our Union work.

GOODWILL

Know a member who's having a tough time due to illness or a death in their immediate family? Or maybe they've got a new baby or got married... contact our Goodwill reps!

West (Robin Sheppard): goodwill748nelson@outlook.com

East (Laura-Lee Arsenault): goodwill748creston@outlook.com

Your Executive

Michelle Bennett – President michelleb748@gmail.com
Anita Early – Vice President West aeary694@gmail.com
Robin Sheppard – Treasurer cupe748treasurer@outlook.com
Stacey Finley – Secretary – cupesec748@gmail.com
Rena Bens – Lead Steward bensrena@gmail.com

Area Reps:

Shannon May (Nelson) shannonmay84@gmail.com
Laura-Lee Arsenault (Creston) lolli_29@hotmail.com
Claire Mobbs (Salmo) clairabean@yahoo.com

Shop Stewards:

Rhonda Kirby – rhondabruys@gmail.com
Kathy Centrone – dkcenty@gmail.com

Safety Reps:

Anita Early (West) aeary694@gmail.com
Ken Kusnir (East) kkusnir@telus.net



www.cupelocal748.com

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