



Newsletter



Happy New Year!

WINTER 2020, ISSUE 8

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

Professional Development Fund

Did you know...as a CUPE Member, you can access up to \$ 400.00 per year for professional development. The requirement is that the course is related to your profession in some way for professional enhancement; something that will benefit you in your profession. You need to submit a brief cover letter outlining as to why this Professional Development will be of benefit to you. You then submit the letter with your receipt and proof of completion. The Pro-D Committee will review your application and will then approve or decline. Funds will not be released until the course is completed.

To access the Pro-D form, go to [CUPE Pro-D Funds](#)

We need Area Reps for Crawford Bay, Slocan, and Kaslo. We're also looking for a Vice-President East and Shop Stewards for both East and West. Contact one of us for information and attend one of our membership meetings.

For a description of these roles, go to

<https://www.cupelocal748.com/executives.html>

Upcoming
Membership Meetings

Saturday Jan.23 by Zoom –
10 am Nelson, 11 am Creston

Saturday Mar.6 by Zoom –
10 am Nelson, 11 am Creston

Grievance Appeal
Committee members
needed!

**GRIEVANCE APPEAL
BOARD: WILL CONSIST OF
THREE NON-EXECUTIVE
MEMBERS FOR A TERM OF
TWO YEARS.**

Appeal Process

If the grievor wishes to appeal the proposed resolve, the grievor will contact their Chief Steward within two (2) days of learning of the proposed resolve. All requests for appeal will be in writing.

A Grievance Appeal Board Meeting will be scheduled to hear the grievor’s presentation regarding the proposed resolve and the grievor’s request to proceed with the grievance.

The Grievance Appeal Board will have seven working days to communicate their decision. The Appeal Board will respond to the Chief Shop Steward and the grievor in writing.

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!

YOUR COLLECTIVE
AGREEMENT

8.14 General Leave

(a)

(i) The Board may grant leaves of absence, without pay, for good and sufficient reason acceptable to the Board. Requests for such leaves shall be made in writing. An employee granted leave under this Clause will have the option of continuing benefit coverage by prepaying the entire cost of premiums on a monthly basis.

(ii) When a leave of absence is requested to enable the employee to accept other work with another employer or to run a private business, the request will be denied except where it can be demonstrated, to the satisfaction of the Board, that the granting of the leave will benefit the School District when the employee returns to work.

(b) The length of benefit coverage may be restricted by the insurer (generally one (1) year).

(c) Leaves granted under Clause 8.14 – General Leave of the current Collective Agreement will have all the benefits accruing under Clause 8.21 – Benefits During Leave, except that the holiday anniversary date will be advanced by the number of working days missed by the employee being on leave under Clause 8.14 – General Leave.

(d) Leaves granted under Clause 8.14 – General Leave may be granted for one (1) year with a possible extension by mutual agreement, to be reviewed annually.

Congratulations to
our CUPE retirees!

Kathy Whitesel
Will Kalmikoff
Betty Vnoucek
Shannon Tetz
Catherine Semenick
Tom Proud
Candace Begg
Susan Lakeman
Donna Skopac
Denise Fournier
Joe Tummillio
Andrea Valentine
Rita Smith
Kendall Cooper
Jackie Mynott
Michelle LeLievre
Darlene Cook
Andrea Reynolds
Alvin Gabruch
David Steel
Valerie Smith
Pam Hayman
Diane Ogden
Marjery Jmaeff
Joelifern Eimer
Colleen Sikora
Brenda Jmio
Deborah Van Zanden
Allen Lissa

We sadly say goodbye
to our members who
have passed...

Alvin Gabruch
Krystal Sneddon

A Message From the Executive

On behalf of your Executive, we would like to wish everyone a Happy and Healthy New Year! Hopefully everyone had a chance to relax and rejuvenate.

My name is Rena Bens and I am the Chief Shop Steward for our local. My duties include overseeing and filing all grievances, collaborating with our Shop Stewards and addressing the concerns of our Members. I work closely with Michelle and Anita and I am active on several of the committees.

With 2020 in the rearview mirror, Michelle, Anita and myself would like to take this opportunity to thank each and every one of you for your strength, stamina, determination, cooperation and dedication through an incredibly stressful, confusing and frightening period in our lives, both personally and professionally. As in true Cupe form “We get knocked down but we get up again”.

As we are now in 2021, we will continue to face these ongoing challenges until we can kick *Corona 19* to the curb. As an EA, as well as a member of our Executive, I am proud to be included in such an amazing group of hardworking and caring people. I have witnessed these awe-inspiring characteristics being displayed time and time again by our Members.

Due to the 6-foot distancing rule, please give *yourselves* a pat on the back. You deserve it!!

January 2021 has started off at a fast pace. Michelle is on a short leave so Anita has stepped up as temporary Acting President and I have temporarily stepped into Anita’s role as Vice President West.

We have been busy catching up on the enormous amount of correspondence that has accumulated over the Christmas break. We have been supporting Members in person, via email and by phone. We have been attending meetings with the Employer and setting up different Executive and committee meetings. We will continue to plow through it all and we look forward to Michelle’s return as our “Fearless Leader” 😊

We would like to gently remind all of you to take care of yourselves and we hope to see you at the next Membership Meeting!

Warm Regards,
Rena Bens



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 – Chief Shop 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

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