



Newsletter



WINTER 2020, ISSUE 9

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

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>

Please note: If you have been called in to your supervisor's office and you don't know why, call a steward! Do not go into unknown meetings without representation.

Article 25.04 Employee Right of Representative:

If during a discussion with a supervisor an employee feels he requires representation because of possible disciplinary consequences, he shall be allowed, upon request, to have a shop steward or area Union representative present.

Coffee breaks are in our Collective Agreement – if we work up to 5 hours and 30 minutes per day, we get one coffee break. If we work 5 hours and 31 minutes or more, we get two coffee breaks. If you have not been getting your coffee breaks, call a steward!

Schedule "B" #5 - Coffee Breaks:

An employee whose shift is over three (3) to five and one half (5 ½) hours per day is entitled to one (1) fifteen (15) minute paid coffee break. An employee whose shift is over five and one half (5 ½) to eight (8) hours per day is entitled to two (2) fifteen (15) minute paid coffee breaks, one (1) in each half of the shift.

FYI
Refusals of Callouts

Employees who verbally refuse three (3) consecutive call-outs for other than acceptable reasons, shall be removed from the call-out list. Upon such removal the Union will be notified in writing. Acceptable reasons would include, but not be limited to: illness, home children care, distance to the call-out point more than 100 km, round trip, already working.

Employees who are removed from the call-out list for refusing call-outs as outlined above, will be returned to the list after three (3) months. It is the employee’s responsibility to request the return.

Employees who will not be available for a period of time are required to advise the dispatcher and have the responsibility to advise when they will again be available.

Pension education

The graphic features three columns of text and three corresponding photos of people. The first column is titled 'Getting to Know Your Pension' and describes a 15-minute online course for new or potential plan members, with a photo of a young man. The second column is titled 'Making the Most of Your Pension' and describes a 45-minute online course or 75-minute instructor-led webinar for members establishing their career or several years away from retirement, with a photo of a middle-aged man. The third column is titled 'Approaching Retirement' and describes a 45-minute online course or 75-minute instructor-led webinar for members planning for or within 5 years of retirement, with a photo of an older woman. At the bottom, there is a call to action: 'Take pension education to get the information you need to prepare for your future pension. Start learning! Visit mpp.pensionsbc.ca > Learning resources'. The logo for the Municipal Pension Plan is also present.

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

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!

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

Upcoming Membership

Meetings

**Saturday Apr.10 by
Zoom–**

**10 am both Nelson and
Creston**

(Please note date change!)

**Nominations will be held
for Executive members
to be voted in at the
AGM**

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)
Head Shop 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>

YOUR COLLECTIVE AGREEMENT

15.10 Benefit Summary:

Benefit	Who Is Eligible	When Eligible	Cost Sharing
Medical	Regular employees who work seventeen and one-half (17 1/2) hours or more per week	The first (1 st) day of the month following date of appointment as a regular employee	100 % Board
Extended Health	(as above)	(as above)	100% Board
Dental	(as above)	(as above)	100% Board
Life Insurance (mandatory)	(as above)	65 working days from the 1 st day as a regular employee	100% Board
Long-Term Disability (mandatory)	15 Hours	65 working days from the 1 st day as a regular employee	100% Board

15.11 Benefits Trust

The Board and the Union will participate in the Benefits Trust provided there is no additional cost or liability to the Board.

The Parties have agreed to participate in the Public Education Benefits Trust (PEBT) and to place their dental, extended health and group life insurance coverage specified in this Article with the PEBT.

The Parties have further agreed to participate in the government funded "Core" long-term disability plan and the Joint Early Intervention Service provided through the PEBT.

15.12 Provincial Long-Term Disability

The Board and the Union will participate in the Long-Term Disability Plan provided it is fully funded by the Government. Upon the implementation of this plan, the funding provided by the Board (as per Clause 15.07 – Long-Term Disability) will be available to the Union. The Union and the Board will meet as soon as practicable after implementation to determine how these funds will be utilized.



Kathy



Rhonda



Rena

A Message From Your Stewards

Hello from your Shop Stewards! Kathy (Nelson) and Rhonda (Creston), along with Head Shop Steward Rena (Kaslo), have been busily working on improving your work environment. As Shop Stewards, we handle individual and policy grievances. A policy grievance is one that affects all members of a classification or the Union members as a whole. Currently, we're working on five grievances.

There are three levels of the grievance process. At Stage One, the steward and the grievor have a verbal discussion with the supervisor under whom the grievance has occurred. This could be administration or Human Resources, depending on the grievance. If the grievance is not resolved at this stage it goes to Stage Two, where the Steward takes the grievance to an HR meeting to argue the case. If once again the grievance is not resolved, it goes to Stage Three, where the Steward argues it again, this time in front of HR and a School District Trustee. Occasionally, a grievance can't be resolved at any level of the process, so it must go to a mediation process, then, if necessary, arbitration. Once it does that, it's out of the stewards' hands, but there's a whole other set of responsibilities for the Executive to deal with. There is currently one arbitration in progress.

One thing to note about the grievance process is that once a grievance has been filed, it belongs to the Union. It is not necessary for the individual grievor to be involved in the process for the grievance to go ahead.

We are always available to listen to your concerns, and help you determine whether you have a grievance. We prefer to hear from you by email so we can refer to your information throughout the process, but feel free to call us to talk first. Our numbers are available at your worksite on the CUPE board, and our emails are included in this newsletter. While we are based in three different communities, any one of us is available to help you, no matter where you are based.

Hope to hear from you!

Kathy Centrone, Rhonda Kirby, and Rena Bens

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.



www.cupelocal748.com

Join our Facebook group! www.facebook.com/groups/44309925057

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 – Head 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