

Quarterly Report**Message from the President****Inside this issue:**

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I've spent a considerable amount of time talking to members and personally reflecting on the past year. It has been, without a doubt challenging. We continue to be stunned and confused by the continuing efforts of our collective employer to beat us into submission (figuratively speaking, of course). We see relationships between workers and their supervisors undermined and we can only sit back and wonder why. I feel certain that arguments can be made regarding the need for clear, concise and unyielding rules when managing such a large workforce but there are other districts out there far grander in size than this one and yet they seem to manage based on principles of respect and balance.

A school district is one of those employment environments not typically replicated by any other industry. It is also an industry that clearly should always try to lead by example as there are so many eyes following, observing and looking for humane leadership.

I quite often look at the School District's Mission Statement and wonder how as a district we would grade ourselves. The mission statement is a representation of the district's purpose. It is an overview of the hopes and ambitions of a large community committed to providing

the best possible public school experience as possible. The mission statement should dwell comfortably in the Principal's office, the classroom, the school, the maintenance department and the Board Office. It should also be a guide that everyone can look to and/or follow when considering critical decisions. Below you will find an excerpt from the comprehensive mission statement for School District No. 71:

We Value and Believe In

- trusting relationships based on respect, integrity and ethical behaviour;
 - an environment that motivates and actively engages learners;
 - innovation and creativity;
 - strong partnerships, especially between home and school;
 - accountability and shared responsibility;
 - individual, professional and organizational growth;
 - celebration of accomplishment.
- disappointed workers who worked extra time when the employer needed them to, banked that extra time and then had it taken from them by the employer like it was theirs to take away
 - relationships between administrators and workers under stress due to the undermining of those relationships from above
 - the severe lack of celebration for your contributions?

When I ponder the events of the past school year I wonder where the spirit of the mission statement went when it came to employee management. Sure, there have been some high points – the District and Union have worked well together directing SSEAC funds which have opened up incredible opportunities for continued professional growth. And then there was, well there was, hmmm could it be that there was only one high point? I'm sure that there must be more but they are clouded with the likes of:

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Special points of interest:

- **CUPE Elections—May 28th**
- **Job Posting Info**
- **Banked Time**
- **LWOP—3 days no questions asked....did you know?**

439 Executive

- President.....Janice Wright
- Vice-President.....Darlene Berry
- TreasurerMichelle Prior
- Recording Secretary.....Helena Kelland
- Grievance Sec.Susan Hansen
- Chief Steward.....Mona Wangler
- Clerical Steward.....Phyllis McLaren
- Custodian Steward.....Dana Andrews
- E.A. Steward(s).....Libby Hugenschmidt
-Gina Murray
- Library Steward.....Beth Funk
- Maint. Steward.....Dave Watson
- Trustees.....Bill Wiggins
-Vacant
-Vacant
- Sgt. At Arms.....Maria Lepine
- Good of Union.....Kathleen Bell
- Website.....Josh Porter

Posting for a Job Internally...having problems?

Over the past few months there has been much confusion over how to apply for job postings electronically.

Since the Human Resources Department has gone “green” there are two types of job postings:

INTERNAL JOB POSTINGS = Regular Employees and Continuing Temporary Employees

Internal Job Postings are the “weekly” notifications we receive by email for currently available jobs for employees who are already working in the district as a regular or continuing temporary employee. The job postings come out usually, every Wednesday and close the following Monday (I notice that the dates vary) by 1:00 p.m.

To apply for these positions you MUST do so through the AMS system—the same place you post your sick days, etc. You must go (select) the cate-

gory “Job Shopping” (My Info Tab) at the top and apply for internal job posting there. You MUST ensure that you receive a “confirmation number” once you have selected the jobs you are interested in applying for. If you DON’T receive a confirmation number that means the process is incomplete. If you run into difficulties please make sure you contact HR at 334-5527 for assistance to ensure you have posted for a job of your choice before the closing date.

There is also an instructional video on the Employee Centre on the School District Website:

1. Go to the Employee Centre
2. Go to the “Blue” tabs on the L. hand side of screen.
3. Select AMS
4. Select “How to Apply for Internal Job Postings—Support Staff—the instructional video is very helpful!
5. DON’T wait until the “last” minute to apply for a job in the event you run into difficulties.



Tips & Tricks How to apply for internal job postings.

NOTICE OF RATIFICATION

Subsequent to our ratification meeting of March 17, 2011 two additional proposals will be presented for ratification during the general meeting of May 28, 2011.

External Job Postings = not currently working for the School District or Temporary Employee

You must go to the website: “Make a Future” : <http://makeafuture.ca>

- You navigate to School District #71
- You must build your resume electronically (you may attach a “word”

document resume (it takes a couple of hours to load it)

- Add your references
- Add your education
- Apply for jobs of interest on line





Leave Without Pay

The H.R Department is coming down hard on employees NOT following the LWOP Protocol. Make sure you familiarize yourself with the procedure AND appropriate timelines.

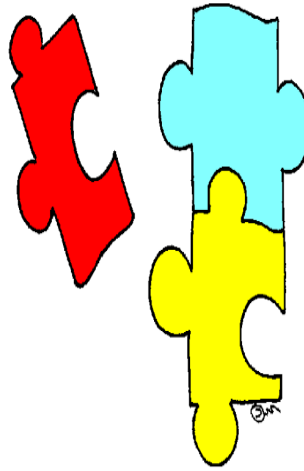
The protocol can be found on the School District website in the Employee Centre—you must sign on in order to access the information.

Please note that just because you have followed procedure does not guarantee a LWOP

will be granted.

(Below is an excerpt from the protocol.):

Any request for leave without pay during the school year must take into account the school and district's ability to plan appropriately. As a result of this need for planning, early notification (minimum 14 days, preferably 30 days or more) is essential for appropriate consideration of the request.



Did you know.....3 days LWOP no questions.....

All CUPE 439 members are entitled to three days LWOP (per year) no questions asked.

You still need to apply in advance of taking the days. Minimum 14 days notice.

The HR Dept. will allow these three days which are not subject to the LWOP protocol. They may be taken consecutively but they cannot be carried over or attached to a school break.



Banked Time put it into AMS system!!

Make sure to input your banked time into the AMS system. ALL banked time MUST be approved by your supervisor.

1. Make sure you get it in writing (keep a copy for yourself).
2. Post it on your calendar, notebook, etc.
3. Post it in AMS—if it is not posted in AMS it doesn't exist. HR will not accept any banked time that has

been agreed upon by you and your supervisor which has not been input into the AMS. If you try to take your unposted banked time you will be absent without leave and will be at risk of severe discipline if found out.

You risk being reported.....beware!

Please go onto the school district website in the "Employee Centre" section and sign on to look at the information there regarding banked time. All the guidelines and procedures are there for you to read.

Our Collective Agreement also has Article 19.03—Banked Time (pg. 36) which outlines the guidelines.



Log Barge on the way from Gibson's Landing to Vancouver



May 5, 2011

Bulletin No. 2

Stage set for CUPE K-12 bargaining

Bargaining committee talks strategy and timelines

RICHMOND - CUPE's BC K-12 Presidents' Council Provincial Bargaining Committee (PBC) met on Wednesday, April 27 and identified steps to move bargaining forward locally and provincially.

The committee agreed to encourage all locals to ensure that bargaining is open and proposals are exchanged by the end of June. As of the beginning of May bargaining is underway at 48 of 56 local tables.

Moving on the encouraging agreement of the BC Public School Employers' Association (BCPSEA) to pursue a provincial approach for CUPE K-12 locals, the committee identified tentative dates and a process for engaging in provincial discussions.

The PBC discussed issues flowing from the recent BCTF and CUPE BC conventions. In particular, the committee identified the need to build greater solidarity with teachers and CUPE workers in post-secondary education who are currently in bargaining. The committee agreed to monitor the Labour Relations Board review of teacher essential service levels and to pursue a minimal approach for CUPE members in the event of a labour dispute.

CUPE research representative John Malcolmson made a presentation on the bargaining environment, including a review of public sector settlements and sectors still in bargaining.

CUPE communications representative Roseanne Moran walked the committee through the new Presidents' Council twitter account @cupebcschools and encouraged locals to promote the new BC K-12 Presidents' Council website, found at www.bcschools.cupe.ca.

Committee representatives will report out to Presidents' Council locals in May through regional conference calls and regional meetings.

jk*cupe491



May 28th—CUPE Election Time - Make your vote count!

Are you interested in getting involved in our local union. Want to see or make some changes? Now is your chance! Election time is just around the corner—**Saturday, May 28, 2011 at 10:00 a.m.**—**Courtenay Elementary Gym.**

Come out and support your current and newly elected officers.

There is a lot of work to be done by all of the members.

Your executive works very hard on your behalf and appreciates your involvement by

attending the meetings and offering your support and input.

Hope to see you all there!!

Sat., May 28, 2011

10:00 a.m.

Courtenay Elementary

Message from the President continued from first page

Many will complete this year feeling a bit hollow and questioning the value of their work. This makes me sad – this makes me mad. It is truly a privilege to represent a group of individuals who so selflessly give so much to their respective schools, students and employer. It is extremely frustrating to witness our members question the value that the employer places on them because of how they are treated. No doubt I can continue to bring these inequities to the attention of the employer and no doubt they'll get sick of hearing about them during the bargaining process but we need to do more – YOU need to do more. Stop free-timing, stop working for banked time – either get paid for it or don't do it, stop being so darned understanding of the District; they're not doing it for you. We are going to be putting more pressure on you in the fall to start saying 'no' to all of this benevolent conduct. It's time to launch a campaign that will highlight all the extras that you do – extras that should be rewarded, not punished.

The teachers too will be starting to pull back on the extras that they do as they also head to the bargaining table. This is the time to cultivate and grow the relationship between the teaching and

support staff as we look toward advancing our collective goals such as fair practices for requested time off.

CUPE locals, CUPE BC and CUPE National are all built on the profound realization that unity is our strength. We've been through a lot this past year and there have been some within our own ranks that, through their actions, have jeopardized the unity that we share. These actions need to be recognized for the selfish acts that they are and that only serve to undermine the confidence and strength of the local. Obstacles and challenges are a measure of the character of the local as a whole and should draw members closer together, not away from each other. Difficulties can be dealt with without sacrificing respectful conduct. Please think about this when you hear nasty rumours or character assaults.

We are about to embark on local bargaining and we are going in with a National Representative that we are unfamiliar with. We have had five different reps since August 2010 which has greatly added to the difficulties that we have faced. We now have dates for bargaining and your committee mem-

bers Janice Wright, Cathy Guimond, John Eddy and Dana Andrews are anxious to get started. Please do your part and offer as much encouragement and support as you can while they work their way through proposals. I continue to represent the North Island on the Provincial Bargaining Committee and I can assure you that the island is unified and organized in its mandate to ensure coordinated bargaining.

You will see in this issue a second notice of ratification for bargaining proposals. There were two slides that failed to be in the comprehensive package that was presented for ratification. These proposals are extremely important and we really need to have them in our package. We will present them at the May general meeting so that we may table them with the employer. And speaking of the May general meeting, don't forget that it's the annual general meeting and that elections are on the agenda.

See you then.



NOTICE OF ELECTION

DATE: Saturday, May 28, 2011
Time: 10:00 a.m.
Place: Courtenay Elementary - Gym.

• President	2 year term
• Recording Secretary	2 year term
• Chief Shop Steward	2 year term
• Maintenance Shop Steward	2 year term
• Administrative Assistant Shop Steward	2 year term
• Education Assistant Shop Steward	2 year term
• Library Clerk Shop Steward	2 year term
• Trustee	3 year term

SURPLUS SSEAC FUNDS.....

The School District and CUPE 439 have worked together to develop programs and initiatives that qualified for the provincially bargained educational funds. We currently have a surplus of funds that must be spent by December 31, 2011. If you have an idea for a course, workshop, or Pro-D activity please contact a CUPE representative. Please note that there are criteria that must be met to be eligible for the funding. Although we appreciate all ideas, only those that fall within the criteria will be considered.