

RESPECT!

LOCAL 439

September 2011 FALL

Volume 2, Issue 1

Quarterly Report



Message from the President

Inside this issue:

2011-2012 School Calendar..does it affect you?	2
Get Involved with CUPE B.C.	2
BCTF Job Action Bulletin	3
CUPE presents Recognition & Respect report to BCPSEA	4
Message from the President continued from Page 1	5

Welcome back to another school year. Many of us had the opportunity to attend the School District “Kick Off” event and our collective congratulations go out to those who developed and executed this entertaining presentation. I hope that everyone is able to start the school year off with a sense of optimism and pride in your contributions to the District.

It certainly will not all be fun and games though this year as we deal with our own collective bargaining and offer our support to the teachers. I have met with the leadership of the Comox District Teachers Association and we are united with our mutual support for one another. On the CUPE bargaining front, the Provincial CUPE bargaining delegates have met a number of times throughout the summer with the BC Public School Employer’s Association (BCPSEA) and have provided each other with research documents and rationale behind proposals. The province still maintains their net zero mandate but it’s a process so we’ll just go one step at a time. At the local table we have met three times,

once to establish protocol and exchange proposals and twice for discussions on proposals. There are three additional dates scheduled for September. I wish to acknowledge and thank Cathy Guimond, John Eddy and Dana Andrews for their invaluable contributions to the committee throughout the entire process. They made themselves available throughout the summer to meet and do the necessary work in an effort to secure the best possible outcome for the membership.

You will see in this issue a bulletin regarding the job action that has been initiated by the BC Teachers Federation. Please read this carefully as it will provide you with some insight on appropriate conduct with respect to support staff perhaps being asked to do teacher work. A letter has been sent to the School District asking them to be cognizant of the situation and to not place employees in awkward situations by directing support staff to do work that is not theirs. Should you be directed to perform work that is historically that of a teacher or if you are uncertain if the

direction would be considered the work of a teacher please contact your shop steward immediately with details of the request(s). We will work to support you and get clarification of those grey areas.



As we get underway with the new school year I’d like to take this opportunity to raise awareness on a couple of issues that are becoming problematic. The first one is the use of Facebook. It is understood that Facebook can be a wonderful tool to reach out to others and/or invite them into your life but let’s be honest – you really don’t have 250 ‘friends’. Please, please think twice about the content of what you post. There is a time and place for everything. Work problems, spat with co-workers and anything even remotely work related is not good content for Facebook. Please consider either limiting your content or limiting your ‘friends’.

....continued on page 5

Important Date to NOTE!!

CUPE 439 General Meeting date change to:

Saturday, Sept. 24, 2011—10:00 a.m.

CUPE Office - 496—10th St.

Courtenay, B.C.

V9N 1P6



439 Executive

- President.....Janice Wright
- Vice-President.....Darlene Berry
- TreasurerMichelle Prior
- Recording Secretary.....Cathy Guimond
- Grievance Sec.Susan Hansen
- Chief Steward.....Mona Wangler
- Clerical Steward.....Denise Bullock
- Custodian Steward.....Dana Andrews
- E.A. Steward(s).....vacant
-Gina Murray
- Library Steward.....Beth Funk
- Maint. Steward.....vacant
- Trustees.....Bill Wiggins
-Monica Mooney
-Vacant
- Sgt. At Arms.....Maria Lepine
- Good of Union.....Kathleen Bell
- Website.....Josh Porter

2011-2012 School Calendar—does it affect you?

Just before the end of the last school year, the H.R. Department sent out an email to all CUPE support staff.

The School District went with a calendar change for the 2011/2012 school year. All schools will be closed during the two week spring break in April 2012 with no school staff in attendance.

- The 12 month maintenance and custodial are unaffected by the calendar change since they work year round.
- The 10 month bus drivers in assignments work/get paid on Non-Instructional days. Both will have BKWD (BANK TIME WITHDRAWAL) on April 5, 10 and 11, 2012 and will work three days as BKIN (BANK TIME DEPOSIT) in late August 2011 at the regular hours of work. THE BANKED TIME DEPOSIT must be pre-

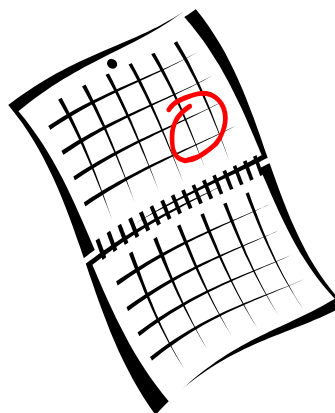
approved by your supervisor.

- Clerical and Library staff in assignments work/get paid on Non-Instructional days. All will have BANK TIME WITHDRAWAL entered on April 5, 10 and 11th, 2012 and will BANK TIME DEPOSIT between August 1, 2011 and June 30, 2012 the necessary number of hours equal to three banked withdrawal days at their hours of work. BKIN hours are to be scheduled and pre-approved by the principal/supervisor.

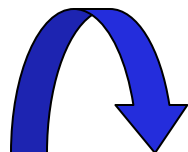
- 12 month Clerical Staff (ISP, SBO) are unaffected by the calendar change with a two week spring break.
- Educational Assistants/ Program Workers/Support Workers do not work/get paid on Non-Instructional days so this calendar change only means Non-Instructional days in April instead of one in Sept., Apr. and May.

Simply said, the three departments that will be affected by this calendar year will be the BUS DRIVERS, CLERICAL and LIBRARY support staff.

The Bus Drivers make up 3 working days based upon their hours worked per day (by the end of August 2011!!); Clerical and Library support staff have until June 30, 2012 to make up three working days based upon their hours worked per day. DON'T forget to get approval from your supervisor BEFORE working the extra hours.



Check out the CUPE BC website:
<http://www.cupe.bc.ca/campaigns/get-involved>



Get Involved with CUPE B.C.!!

No one can do everything, but everyone can do something. Something that you can do is get involved with your union.

CUPE BC's current campaigns are a great way to get started. Here is a summary of our current campaigns and the contact info of someone you can reach to find out how to get involved:

Strong Communities

This is an on-going campaign to defend our communities from threats to our jobs, our families and communities. You can contact the [Strong Communities Coordinator](#) to find out how to get involved.

Keep it Public

We believe that public services should be operated by the public sector and oppose privatization. This campaign brings workers and coalitions together in opposing privatization in their community. You can contact the [Anti-Privatization Coordinator](#) to help Keep it Public!

Pay Equity

The principle that workers who perform work of equal value should be paid equally is one that we fight for in bargaining, but it's also an issue we would like to see legislated for British Columbia. You can contact the [Pay Equity Coordinator](#) to help work together to make this a reality.

Water Watch

The Water Watch campaign is part of CUPE's national campaign that raises awareness about the risks of privatizing water and encourages keeping public water systems in the public sector. If you would like to help protect public water, contact the [Water Watch](#)

Coordinator.

City Watch

With the City Watch program, CUPE workers out on the road every day keep their eyes open for criminal or suspicious activity to keep their communities safe and strong. This program provides training and resources in recognition of this unsung role. If you would like to get a City Watch program going in your local, contact the [Strong Communities Coordinator](#).

Child Care Now

CUPE has joined with many partners in advocating for a publicly funded national childcare program that is community-based, high quality, affordable, accessible and accountable. If you would like to join the campaign, contact the [Child Care Coordinator](#). For more info on any of the above:

<http://www.cupe.bc.ca/campaigns/get-involved>

BCTF Job Action

The BC Teachers' Federation has announced it will commence Phase 1 of its job action when school resumes in September.

As a result of this announcement, the Labour Board has issued an essential service order that lists specific activities teachers will not be required to perform during Phase 1 of the teachers' job action plan.

In support of the BCTF's job action, CUPE members should not perform any of the duties normally performed by teachers that have been deemed non-essential by the Labour Relations Board, **unless** these duties are part of a CUPE member's normal work duties. In cases where CUPE members' administrative duties overlap with duties deemed non-essential by the Board, CUPE members should continue to perform their normal duties, but should not increase the work they perform in order to make up for work not being performed by BCTF members.

****If you are asked to perform any of the non-essential duties listed below, and these duties are not part of your normal work duties, please immediately advise your CUPE Local** : 250-338-2447 or contact your shop steward.**

The non-essential duties are as follows:

- Participate in meetings or interviews with parents/guardians and/or District teaching staff outside of instructional time, or during instructional time unless coverage is provided.
- Participate in meet the teacher activities outside of instructional time, or during instructional time unless coverage is provided.
- Prepare or distribute report cards.
- Provide any student assessment data to Administrative Officers or the school office, except Grade 12 marks required for graduation, post-secondary applications and scholarship purposes.
- Complete and submit student referral forms outside of instructional time.
- Attend staff meetings.
- Attend staff committee meetings.
- Attend any meeting called by School District management.
- Participate in any standing or ad hoc District committees.to an emergency.
- Attend school based meetings called by an Administrative Officer, unless the meetings are related .
- Provide Administrative Officers with any routine printed, written or electronic communications.
- Accept any printed, written or electronic communication from an Administrative Officer, unless it relates to an emergency.
- Participate in the preparation or organization of assemblies outside of instructional time, or during instruction time unless coverage is provided.
- Participate in any accreditation activity.
- Participate in any School District or Ministry in-service.
- Participate in any professional development that is not teacher directed.
- Participate in any school photo organization.
- Provide coverage for a teacher who is absent, except for a Teacher On Call hired specifically for that purpose (consistent with principles in B421/2001 and B444/2001).
- Administer or supervise FSA or any District or Ministry test (consistent with principle in B418/2001).
- Collect money from students or participate in fund raising.
- Order supplies, textbooks, etc., unless needed immediately to effectively maintain ongoing instruction.
- Assist the Administrative Officer in administrative tasks like building timetables or computer organization.
- Do inventory.
- Organize textbooks.
- Answer school office phones.
- Supervise detentions before, during or after instructional time.
- Prepare overviews or previews for the Administrative Officer, except when associated with a teacher evaluation process.
- Distribute School District or administrative letters, newsletters, memos or announcements to students, unless it is health and safety related.
- Pack up classrooms to facilitate painting, renovations or maintenance.



August 19, 2011

Bulletin No. 6

CUPE Presents Recognition and Respect report to BCPSEA

BURNABY – Representatives of the CUPE BC K-12 Presidents' Council Provincial Bargaining Committee met with the BC Public School Employers' Association (BCPSEA) on August 16 & 17 to continue provincial discussions. The parties have identified four more potential dates for further meetings.

Like all meetings to date, the two days of discussions were respectful and positive. Representatives from CUPE made a significant presentation on the Education Assistant Recognition & Respect report in support of CUPE's proposal for increased hours and consultation time. In their presentation, CUPE representatives outlined the nature of unpaid work occurring in schools, the need for consultation time regarding IEPs, and the potential for improved service to students with these proposed changes. You can view CUPE's report at <http://www.bceducationassistants.ca>.

CUPE K-12 Coordinator Bill Pegler, chief spokesperson of the Provincial Bargaining Committee said, "the proposals put forward show CUPE's commitment to improving working conditions for members, but also providing concrete suggestions to better meet the needs of all students in BC's schools".

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CUPE Executive—Vacancies!!

C.U.P.E. Local 439 still have vacancies on the executive. We encourage you to get involved and help your executive support you to the best of their ability.

This is a great opportunity for you to get involved and have a chance to participate in Union Education as well as participate in conventions, etc. - become involved in CUPE and find out

what it is all about.

You TOO could learn to become an educator and share your knowledge on PRO-D with our members.

Current vacant executive positions:

- E.A. Shop Steward
- Maintenance Shop Steward
- Trustee



Message from the President continued from first page

The next topic that seems to be developing into a problem area for our members and that is the fundamentals of temporary positions. The vast majority of support staff work their way through a period of on-call availability and temporary assignments until achieving that coveted 'regular' status. A regular support staff person may elect to take advantage of the opportunities provided in the collective agreement to post into a temporary position for a change of pace or to try out a different position before considering posting on a permanent basis. This is usually where the world of the regular person and the temporary person collides. The on-call or temporary person is desperately trying to gain a position that they can establish as their own and the regular is using the opportunity to temporarily post out of that position for either personal or professional growth reasons. One thing that unfortunately needs saying here is that the position that has temporarily been vacated still belongs to the incumbent. Their temporary absence provides an opportunity for

someone else to make a change or for a temporary period of secured employment for a temporary employee. The contributions of the incumbent should be respected and remembered. This is not an opportunity to undermine the incumbent or make a case of why you would be better placed in the position permanently rather than the contractual owner of the position. Try to remember that almost everyone has had to put in their time to achieve regular status and your time will come. Think about when you become a regular and want to take a short sabbatical from your position. Would you not wish to return to a welcoming and supportive workplace? Please respect each other and each other's work to contribute to a positive working environment. This is the responsibility of each and every worker in the District.



In the end all of our successes and failures are a clear reflec-

tion on our ability to work together and support one another. There are huge opportunities right now to demonstrate the solidarity that CUPE is known the world over for. Please keep this in mind as we work through bargaining and the teachers work through theirs.

I wish you a wonderful year.

Janice



Did You Know.....

CUPE Sectors

CUPE in BC represents 70,000 workers in more than 170 local unions and across many different sectors. Nearly every community in the province has one or more CUPE locals. We are the largest union in BC.

CUPE members work in hundreds of occupations that help keep communities strong. We work for municipalities, school boards, airlines, hospitals, nursing homes, libraries, colleges, universities, social service agencies, health care organizations, the ambulance service, public utilities, and other public institutions.