

CUPE 716 - OCTOBER NEWSLETTER

Welcome to our first newsletter of the 2021-2022 School Year

As we enter yet another Covid School Year we are remembering years past when we could gather together, connect, and share what was happening. While we hope to be able to gather again soon, for now, please enjoy this edition of the Cupe 716 newsletter. If you have any suggestions on future content please email the office - Cupe716office@gmail.com.



Have you seen this beautiful Outdoor Learning Space at McMath? Thank you to our hard working Grounds Team, Carpenters, and Painters who put in place this adorable shed and edible garden space. Looks wonderful with the Mural in the background done in partnership with the City of Richmond and Lauzé Artists . Great work!

What's Happening in Local 716

Bargaining

Bargaining is starting up again shortly, and we are looking to hear from you. Please send any suggestions on Bargaining Issues to the office - Cupe716office@gmail.com

The Negotiation Committee will be elected at the November General Membership Meeting held on Zoom.

Social Committee Updates

Sadly, we have made the decision to cancel the Retirement Dinner Scheduled for November. Ultimately, we just want everyone to be safe, and at this time case numbers just are not going in the right direction. Hopefully in the Spring or Summer it will be safe to gather again as a group.

Upcoming Events

- General Meeting - November 3, 2021 5pm on Zoom
- Cupe National Convention - November 22nd - 26th, 2021
- General Meeting - December 1, 2021 5pm on Zoom
- Last Day Before Winter Break - Friday December 20th, 2021
- Last Day Before Winter Break Garden City - Friday December 13th, 2021
- Last Day Before Winter Break Spul'u'kwuks- Friday December 6th, 2021



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Let's Chat

We can't use your work email to communicate union business. We communicate information out to the jobsites in two different ways.

The first is through the jobsite liaison - who just needs to post communications on your Cupe Message board. We are still looking for liaison's for some schools - please reach out if you aren't seeing meeting notices posted at your jobsite.

The second is through our mailchimp mailing list. This is how the Zoom Registration Links are sent out every month. If you aren't receiving them - again please reach out and we will set you up.



Know your Collective Agreement

Article 23 Section 17 - Health and Safety

Our Current Collective Agreement is in in place from July 1, 2019 - June 30, 2022 and can be found on our website for review. Or scan the QR code below

Do you know the steps that you need to follow if you are refusing to do unsafe work? They are laid out in detail in subsection c)



- i) An employee must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.
- ii) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to subsection i) must immediately report the circumstances of the unsafe condition to their supervisor or employer.

If you don't know who your Health and Safety Committee Representative is at your jobsite, please reach out - we are happy to help you find out who it is.

Health & Safety Quick Facts

WVRA's and Incident Reporting

We get it - no one likes to do paperwork. but filling out WVRA's and Incident Reports is so important! This includes both your initial report, and the Incident Investigation Form done with your Admin. If time is an issue and you are an EA in a school, don't forget you can use your prep time from 3:00-3:24. We are hard at work advocating to make sure everyone can be safe at work, but need the data to back it up. Please reach out if you have any questions and we can connect you with our District Health and Safety Committee Members.

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From the Desk of Dan Todd - Cupe National Rep Bonus Sick Days

This is to advise that the Union has sought and received three separate legal opinions on the issue of bonus sick days and it is important that all members who are banking their sick days understand the existing language and plan accordingly, rather than to be surprised at the point of retirement.

As you know, all regular employees can participate in the Sick Day Bonus program, which enables the accumulation of extra sick days to be cashed out on retirement on the basis of a formula of 4 bonus days for each year in which none or one sick-day maximum is used.

We accumulate 18 sick days per year for 12-month employees, and pro-rated accordingly for 10-month employees. If you do not use any sick days in one school year, you get to bank 18 regular days + 4 bonus days (pro-rated for 10-month employees).

On Termination (other than for cause) or upon Retirement, employees are paid out accumulated unused sick leave to a maximum of 80 sick days for those who have been employed for more than twenty (20) years, or, for employees employed for ten (10) years or longer, 50% of accumulated unused sick days, whichever is greater, to a maximum of 100 days.

Employees are often confused about how Bonus Days work. They believe that Bonus Days are kept in a separate bank, so that, regardless of the state of one's accumulated unused sick bank, they will be able to draw their Bonus Sick Days on retirement.

For example, Employee A is a 25 year employee. In his lifetime, he has earned 25 years x 18 days = 450 sick days. During the same 25 years, he has also earned 25 x 4 Bonus Sick days, because he never took a single day of sick leave, or 100 days (maximum). This employee, on retirement, will be able to cash out 200 days (100 regular unused days, and 100 bonus days).

However, in order to claim either the Bonus Days or the Termination Pay, the Employee must have the equivalent days saved in his or her unused accumulated sick days bank, that is, cannot exhaust the bank on sick leave right before retirement and then still claim Bonus Sick Days. The Employee would need to have at least 200 days in his unused sick days bank in order to claim 100 unused days and 100 bonus days.

For example, if a 25 year employee has 250 accumulated unused sick days, and shortly before retirement, goes on sick leave for 200 days and draws down his bank to 50 days. Such employee will only be able to cash out the 50 days that remain in his unused sick days bank, and will receive no bonus sick days at all.

Often, employees are under the impression that the employee in the example above may only have 50 regular unused sick days, but if she has earned 100 bonus sick days, those bonus sick days should still be paid from some other bank, however, the language states "the maximum termination leave entitlement shall be increased in accordance with the following scale" making the bonus sick days' payout contingent on the unused sick days bank itself.

If you have further questions, please don't hesitate to get in touch with your local representatives.

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From the Desk of Ian Hillman - President

Hi everyone.

I hope you enjoyed the long weekend. I hope you and your families are safe and well.

Hard to believe it's already the middle of October. I am very pleased to see we are having newsletters again. Thanks to Terri Inouye, Erica Rogers and Dan Tod for all the hard work they have done with all our Social media and this newsletter. It is great to see so much information available to everyone.

Don't forget to check out our Website, Facebook, Twitter and now our newsletter. With Covid, information changes quickly and we are updating the latest information on Social Media as soon as we get it. So please check back often.

I would also like to thank Tim Bakker, Erica Macklin and Eileen Lim for all the hard work they have done as our Social Committee. They have put a lot of time and effort organizing some great events. Unfortunately we have had to postpone these events, hopefully soon we can get together in person.

As the pandemic continues we need to continue supporting each other. If something in your workplace doesn't feel safe or right to you, contact your safety committee, shop steward, or myself. Hope to see you soon.

In Solidarity,
Ian

Stay in Touch

We are active on Facebook, Instagram, and Twitter. Give us a follow to catch the latest news and what is happening. Plus you never know - sometimes we send out swag to our followers.

Our website has the latest news, along with more in depth discussion on current issues. You can also find resources such as Health and Safety Fact Sheets, a copy of the Collective Agreement in PDF form, and contact information for your shop steward. If you register to be a member you can also find our latest membership meeting minutes. See you there!



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