



# CUPE CONNECTION

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#### CUPE Local 3523 Executive

Back row left to right:  
Kieran Fahy, David Tether, Teri  
Wishlow, John O'Flaherty, Jim  
Anderson, Duane Wheatley  
Front row left to right:  
Elaine Soroka, Julie Melia,  
Treena Harley, Dick Beetlestone,  
Margaret Varga, Wendy Johnson



## Government repealing Bills C-377 & C-525

By: Treena Harley

### *Anti-union legislation being scrapped*

Bill C-377, titled *An Act to amend the Income Tax Act (Labour Organizations)*, and Bill C-525 *Employees' Voting Rights Act* were both introduced by Conservative MP's as private bills.

Bill C-377 would have required unions to disclose financial statements detailing salaries, revenues and expenses. Failure to do so would have resulted in fines of \$1,000 per day and a maximum of \$25,000 per year. The financial disclosure of information that would have been required of unions was far more detailed than what was required of MP's and Senators. This Bill was a direct hit to fairness and the right to freedom of association. And don't forget about the cost that would have been incurred not only by unions but also by the government to implement and track the Bill.

Bill C-525's title may sound good for employees' voting rights. But what the

Bill would have done is add another step in voting. It would have eliminated the automatic "card check" certification, making the union certification much more difficult. It would have also changed the decertification process where only 40% (a minority) of members would have been needed to dissolve their union.

Scrapping those 2 bills says Mark Hancock, National President of CUPE, "... is a good step in re-establishing a sense of respect for unions, the democratic voice of working people."

Please email Treena Harley with your personal email address to [recording.secretary@cupe3523.ca](mailto:recording.secretary@cupe3523.ca) if you would like to be included on the email list for CUPE Connection. (We can't use the District system for Union business). You can also access the newsletter at [www.3523.cupe.ca](http://www.3523.cupe.ca) and copies will be delivered to each worksite.

## President's Message



School District 23 has seen significant change this year. The CUPE Local 3523 welcomes Kevin Kaardal as our new Superintendent, and wishes our many retirees much happiness in this part of their journey. They've certainly earned it!

Spring Break is just around the corner, with schools closed March 14 through 24, Good Friday on March 25 and Easter Monday on March 28. CUPE wishes all members a safe and restful Easter.

I hope that everyone will take a few minutes to consider the plight of our precarious workers – those members who do not have regular jobs with benefits. CUPE addresses precarious work at every provincial and national convention.

I would like to remind everyone that each year on April 28<sup>th</sup>, CUPE members across the country organize events to recognize our sisters and brothers who were injured, made sick or killed at work. Local 3523 encourages you to take a moment at 11:00 a.m. on April 28<sup>th</sup> to reflect on the ultimate price paid by workers earning a living.

The next edition of CUPE Connection will be near the end of this school year. Where did the time go? Keep safe and keep well.

## Criminal Record Checks

### Fingerprinting

Several CUPE members have recently been requested to have their fingerprints taken at the RCMP detachment as part of the criminal record check process required by SD 23. This has caused considerable anxiety to some members.

We are employed in occupations that bring us into close proximity with vulnerable Canadians – in our case, children in the education system.

#### Vulnerable Sector Checks

As part of the criminal record check process, the Criminal Records Review Program (CRRP) will also conduct a vulnerable sector check. This process determines whether a person has any record suspensions (formerly known as pardons) for sexual offences.

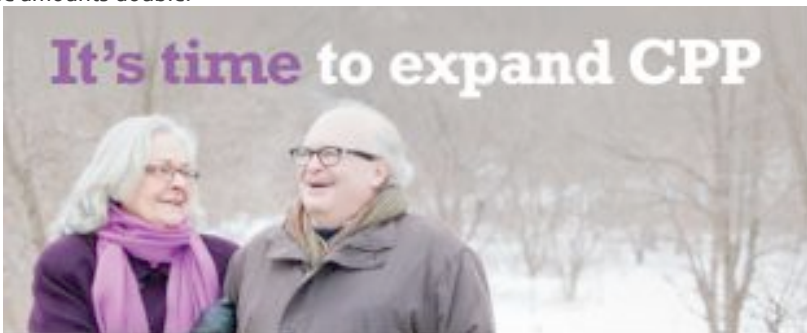
If you have the same combination of gender and date-of-birth as a sex offender whose record has been suspended, you must be fingerprinted to confirm your identity. This is a federal RCMP requirement that applies to all Canadians. Most people who are fingerprinted in the vulnerable sector check do not have a sexual offence record. However, fingerprinting is necessary to eliminate the possibility that an offender has changed their name in order to pass a criminal record check.

If any CUPE member receives notice to have their fingerprints taken, an appointment should be scheduled with the RCMP detachment. There is a \$55 fee for this process. Take your receipt to the Receptionist at the Board Office, and you will be reimbursed.

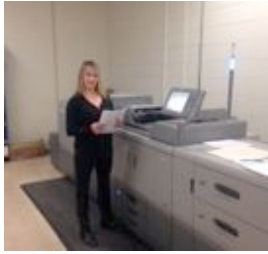
## CUPE ISSUES – CANADA'S PENSION PLAN

Finance ministers from across Canada are debating whether or not to expand the Canada Pension Plan (CPP). An overwhelming majority of the Canadian public support CPP expansion, as does an ever-growing body of seniors groups, pension experts, academics and even financial industry leaders.

The **Canadian Labour Congress** (CLC) plan would gradually phase in a doubling of CPP benefits, which currently provide retirees with a maximum of about \$1,000 per month (though the average retiree receives just over \$500 per month). The CLC plan would see these amounts double.



## CUPE BEHIND THE SCENES



Rhea Halvorsen's only position in SD23 has been in the Printing Department which she started in 22 years ago! She is standing beside a high speed black and white printer. You can send your projects for printing and copying to rhea.halvorsen@sd23.bc.ca



Claudia Hardy is the Aboriginal Educational Cultural Coordinator. She facilitates the integration of Aboriginal culture, assists in designing the new curriculum and supports the Okanagan language.

## CUPE Member Highlight – Lori Pratley

By: Treena Harley

**Who:** Lori Pratley was born in Ontario and made her way to British Columbia as a toddler.

**What:** Lori is the administrative assistant at Hudson Road Elementary and has been there for almost 8 years.

**Where:** Lori enjoys working with a dedicated and fantastic team at Hudson Road. People, more than the position, are the driving force behind the reward Lori gets in return for the amazing work she does.

**When:** SD23 has been lucky to have Lori work for them for almost 25 years. During that time she has worked in many areas: elementary, middle and high schools, McWilliams Centre and Distance Learning.

**Why:** The why is what really makes Lori who she is. She has many interests and hobbies and is quite the adventurer! Lori first came to my attention because of her business that she somehow finds time for. Lori has run Quilt Studio for the past 11 years. Many weekends and approximately 3 evenings a week, Lori takes the top, batting and backing of an unfinished quilt and stitches all three layers together. This process is called

longarming. She just recently purchased and replaced all her existing equipment and computerized her operation. This is a very costly endeavor but the reputation, patience and artistry that Lori has, keeps her clients coming back. She recently had a call from an international quilter looking for Lori's opinion on an online course. Lori's adventuresome spirit helps her when she is training dogs or going on active holidays.

Lori is the proud mother of four children. Pearl is an interior designer and artist. Charlotte does hair design and has clients in 2 cities. Claire is a paramedic working in a mine. And Reid, is an instructor at Big White and once that season is complete, will travel to Australia to fight forest fires.



## 2016 EXECUTIVE

### TABLE OFFICERS

PRESIDENT - Wendy Johnson

VICE PRESIDENT - David Tether

SECRETARY TREASURER - Kieran Fahy

RECORDING SECRETARY - Treena Harley

### SHOP STEWARDS

SERGEANT AT ARMS - John O'Flaherty

OPERATIONS – Dick Beetlestone

CLERICAL/LIBRARY ASSISTANT – Julie Melia, Elaine Soroka

TRANSPORTATION – Duane Wheatley

STUDENT SUPPORT – Margaret Varga, Teri Wishlow

CUSTODIAL – Jim Anderson

GENERAL – vacant

### TRUSTEES

Ian Gordon  
Sandra Ryan  
Michelle Noel

OFFICE CLERICAL – Shirley Fears

CUPE NATIONAL REP – Rob Hewitt

211 – 1889 Springfield Road  
Kelowna, BC V1Y 5V5

250-860-3523

## Health & Safety Tips

### Equality - Health & Safety -

Provided by CUPE National Health & Safety Branch, Worker's Health & Safety Centre, Ontario

The increasing number of equality-seeking members in our workplaces means we need to take a closer look at health and safety issues.

Despite human rights legislation, education and employment equity programs, intolerance continues in our workplaces. This bigotry and bias poses a serious health and safety hazard for CUPE members.

Often overlooked as a health and safety problem, harassment is a major source of health-damaging stress. Highly-stressed workers have higher blood pressure and are more likely to suffer circulatory and heart diseases as well as mental and emotional problems.

Remember, workers have the legislated right to refuse unsafe work. This could apply to violence and harassment issues. For example, if a complaint about a workplace is not resolved,

or the problem is too pressing to deal with by way of reporting, then a worker may have the right to refuse to work. The right may be granted or clarified in the CUPE local's collective agreement or may apply as a legislated right.

Many CUPE locals have bargained language that prohibits harassment and violence in its many forms as well as language that refers to health and safety legislation. Locals should also use their legislated right to Joint Health and Safety Committees, as well as both human rights and health and safety laws and language, to address equality issues.

If you do not have a CUPE rep for your Joint Health and Safety Site Committee, please contact Treena Harley, District Support Staff Safety Advisory co-chair.



## CUPE BC News

### New CUPE BC President – Paul Faoro

CUPE BC's former President, Mark Hancock, was recently elected as the new National CUPE President. Paul Faoro, former CUPE BC Secretary Treasurer was chosen as the new BC President after the CUPE BC executive board made the declaration. Trevor Davies is now the new Secretary Treasurer.

Paul Faoro, "as we move through the coming year, one of the issues I really want to focus on is child poverty in British Columbia. In a province as rich as ours, it is unacceptable to me—and, I know, to each of you—that one in five B.C. kids is growing up in poverty. Under the BC Liberal governments we've had to endure over the past 14 years, the situation continues to get worse, with no sign that Premier Christy Clark has any intention of working to improve things."

By: Treena Harley

## Events

**March 5, 2016**

**General Membership Meeting** at Hollywood Road Education Services, 9:30 am  
1040 Hollywood Road – Room 2

**March 14, 2016**

**First day of spring break**

**March 28, 2016**

**Non-Instructional Day**

**April 9, 2016**

**General Membership Meeting** at Hollywood Road Education Services, 9:30 am  
1040 Hollywood Road – Room 2