



From the President

Greetings and welcome to a new school year! Hope you all had a chance to enjoy the summer!

A big Shout Out to all our Custodial and Maintenance brothers, sisters and friends for making all of our sites safe and clean for staff and students! Thank you!

This round of bargaining has been brutal with 17 days at the table and two days of unsuccessful mediation. We will be heading back to the table September 6 in the hopes of finally reaching a deal. If successful we will be ratifying September 7, 2019 so please watch your email for notification.

Elections for executive, stewards, trustee and joint committees will be taking place September 14, 2019. I will not be seeking re-election as I am retiring. I want to thank all of you for trusting me to represent you for the last 30 years. It has been a very rewarding and eye opening journey! As my term comes to an end I want to leave you with some advice.

Choosing the people you want to represent you should be done wisely, especially your President. Skills, knowledge and abilities should be your first consideration. Ask yourself: are they trustworthy, do they promote harmony in the local, do they have experience representing members in front of management , do they know how to file a grievance, have they dealt with disciplines and terminations, have they been involved in negotiating new contracts, have they built good working relationships with the employer, do they understand the difference between the collective agreement and our local bylaws? These are only a few of the many questions you need to ask yourself when electing the people who will be representing you and enforcing your collective agreement. Many of your shop stewards are also seeking re-election, all of whom have been trained and have gained years of experience dealing with member issues and contract violations. Do not put your contract, your rights and your working conditions in the hands of people who do not meet the requirements above. Electing people who have a personal agenda will not serve this membership as a whole. Come meet the candidates who will declare ahead of the elections so that you have an opportunity to ask them questions. Keep in mind that those who choose to be nominated from the floor know that they cannot be questioned and prefer it that way.

This local is only as strong as its members so it's up to all of you to ensure you work together to keep it strong for all current and future members. I wish you all the best!

In Solidarity, Leslie Franklin, President - CUPE Local 703

Important Dates

RATIFICATION MEETING

September 7, 2019

8:00 AM SIGN IN

MEETING 9:00 AM

THSS ROTUNDA

REGULAR MEETING

September 14, 2019

9:00 am ALL CANDIDATES FORUM

9:30 am September meeting

Union meetings start at 9:00 am and are held in the Suddaby Room at THSS. ALL CUPE 703 MEMBERS ARE WELCOME. Coffee/muffins and fruit are provided please bring your own mug.

TO KNOW WHERE WE NEED TO GO, WE MUST KNOW HOW WE GOT HERE

CUPE LOCAL 703 - HISTORY

In August 1955, with the help of Local 561 (Coquitlam School District Employees) the Maintenance and Custodial employees of School District No 42 took steps to become unionized. In November 1955 they were presented with a Charter from the National Union of Public Employees (NUPE) to officially become the Maple Ridge School Board Employees Local 703. There were 11 members present to receive the certificate. At that time Local 703 was the third school district to become unionized. In June 1957 a letter was sent to the clerical staff in SD 42 inviting them to join Local 703, subsequently paving the way for all SD 42 support workers to join the union and become members of Local 703. In September 1963 the National Union of Public Employees changed it's name to the Canadian Union of Public Employees (CUPE).

Local 703 union meetings were held at 8:00 pm on weekdays and the meeting site would change depending on where the President was working that month. In November 1960, evening union meetings were discontinued and moved to Saturdays because the employer no longer allowed employees to attend to union business during work hours. It was the women of the local's duty to prepare and provide all refreshments at adjournment of the meetings, refreshments such as lunch and dinner were served as a reward for attending the meeting. The sick and visiting committee would send flowers to the women of the local and cigarettes to the men of the local.

Wow! Look at how far we have come!!

CUPE Local 703 Executive Officers

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Marianne Ulriksen	778.242.8210 Cesq EI	TRUSTEES	
secretary@cupe703.com		Anna Marer	1 year Trustee
CHIEF SHOP STEWARD:		Jacqueline Montgomery	2 year Trustee
Jason Franklin	604.506 0736 Cust	Wendy Hyslop	3 year Trustee
chiefsteward@cupe703.com			
SERGEANT AT ARMS			
Jack Daigle	778.836.4151 Maint		

IMPORTANT WEBSITES

CUPE BC	http://www.cupe.bc.ca/
CUPE National	http://www.cupe.ca
Thinking of retiring?	https://mpp.pensionsbc.ca/
Your benefits, Your Health?	https://www.pebtbenefits.ca
What does Blue Cross Cover?	https://www.pac.bluecross.ca
Work Place Health & Safety Concerns	https://www.worksafebc.com/en



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Your Collective Agreement in Clear Language



Is there an article in the collective agreement that you would like explained in simple terms? Please submit the article number and title to president@cupe703.com

20.4 Employee Workloads

If an employee's hours of work are reduced or their duties are increased due to layoff or if jobs are lost through attrition, the supervisor and the employee shall meet to review priorities and frequencies of duties. If the supervisor and the employee are unable to resolve the revised workload, the employee shall have the right to a Union representative with knowledge of the job in question to assist in a subsequent meeting with the supervisor. The supervisor will also be permitted to use an advisor

What does this mean?

You have the right to ask your supervisor to decide what tasks are most important and which ones can be set aside when you find your workload to be unmanageable and difficult to complete during your regular hours of work. If your supervisor refuses to fix the problem you have the right to have a shop steward with you the next time you meet with your supervisor.

Reminder: Your supervisor cannot ask nor allow you to work for free. All hours worked must be paid.

ACCESS TO SAFETY PLANS FOR CASUAL OR REGULAR EMPLOYEES

As per the WorkSafeBC Act, Section 115 (see below), please ensure that if you are working with or are directly interacting with students who have a safety plan, you take the **time to read the safety plan PRIOR** to working with the student. THIS IS YOUR RIGHT AND THIS MUST BE DONE DURING YOUR REGULAR SCHEDULED HOURS OF WORK. At the back of your Collective Agreement you will find the Provincial Framework Agreement, #14 Unpaid Work, which states "No employee shall be required or permitted to perform unpaid hours of work." This means that you DO NOT COME IN EARLY, BEFORE STARTING YOUR WORK DAY, IN ORDER TO READ THE SAFETY PLAN. If you are directed to do so contact a Union rep immediately. Also, please also ensure that you know where and how to access these safety plans. This is an essential component in preventing violence and injury to yourself and others.

If you have any questions or concerns contact a Union rep.

WORKSAFE BULLETIN—COMMUNICATE STUDENT INFORMATION: PREVENT VIOLENCE-RELATED INJURIES TO WORKERS IN THE EDUCATION SECTOR

Section 115 of the WorkSafeBC Act requires that employers inform their workers about all known or reasonably foreseeable health and safety hazards, including workplace violence. Section 4.27 of the Occupational Health and Safety Regulation defines violence as "the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury." these behaviours do not need to have intent to injure. Within the education sector, students who inflict physical force causing injury or engage in threats are sometimes referred to as "having behavioural challenges" or "acting out." While educators and support staff regularly document student histories to facilitate educational objectives, they often don't share student information relating to known violence risks or triggers of violent behaviour. This is partly the result of confusion about privacy law, professional practice guidelines, and school district policy—confusion that puts educators and support staff at risk of injury. **Employer Responsibilities:** Employers are encouraged to incorporate the "need to know" principle into their policies related to student information disclosure and to establish appropriate systems to communicate this information to protect their workers from the risk of violent behaviour.

To view the PDF of this WorkSafeBC Bulletin and for more information on safety information and resources for the education sector please visit <https://www.worksafebc.com/en/health-safety/industries/education>

CUPE LOCAL 703 ELECTIONS

As per CUPE Local 703 bylaws, elections are held every September for Executive and Officer positions and joint and internal committees. The ALL CANDIDATES FORUM at 9:00 am gives members willing to declare that they will stand for election to a position a chance to give a short speech about themselves and members in the audience will be given a chance to ask questions.

Nominations for all positions up for election will be taken from the floor of the union meeting. All CUPE 703 members are encouraged to attend this meeting to exercise their right to vote.

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Good of the Union



"Solidarity is what we want. We do not want to find fault with each other, but to solidify our forces and say to each other: We must be together; our masters are joined together and we must do the same thing."

~Mother Jones, Irish-American Union Activist and Leader, School Teacher

