



# CUPE EXPRESS

## March 2019



New members being sworn in at our February meeting

Welcome to the Local!



## President's Report

On February 6th I participated in a conference call with the Education Coordinator, our National rep as well as other reps, and the Regional Director of CUPE concerning the grievance NSTU has filed looking to acquire the ECE positions we have in our contract. This grievance will now go to Arbitration. It was slated for April but now it looks like it will be sometime in July or August. A motion was passed on the floor for a cost share. As interveners all council presidents will be at that table.

We had Conciliation dates for February 11th and 12th with the employer but we ended up using only one day and as you know we reached a tentative agreement on Local issues only. We will start Provincial Bargaining on March 12th and 13th.

We are still working on the ECEs concerning their EI claims. We will be contacting each one personally to get their experience with this matter in terms of what they were told and why claims were denied.

We had a Council of Unions meeting on February 15th, and I am happy to announce that the Halifax board is now part of council, which means we have 7 out of 8 boards participating and we are currently working on possibly bringing the last board in.

I would like to once again remind members that the employer is now basically using Success Factors to post jobs and also eventually will be using the employer email "gnspe" that was given to all employees to communicate with employees. So please familiarize yourself with these two practices.

As always we welcome good news items, a nice way to keep up with your work friends that you might not see all the time. So even if you want to do a shout out to a former co-worker that has moved to another worksite DO IT HERE!!!!

Spring is around the corner and summer is coming. We hope to have some fun in store for members!!!!!! Stay tuned!

In closing I would like to thank all members for their hard work and for supporting your local. We strive to do what's best for all and your help with that is appreciated. And as always call me with any questions. If I don't have the answer I will do my best to get it.

**Denise Lewis, President**

# Occupational Health and Safety Report (OHS)



There has been a noticeable increase in sites sending in their OHS reports to Blair MacSween. In December only 6 sites sent in their committee minutes. In January, I am pleased to see 11 sites have sent in their minutes.

There are still TAs being injured in the workplace. Employees have reported being bitten at various school sites. Blair MacSween has contacted other boards to follow up on our request to see how to get students tested if they bite one of our employees. He said there is no protocol to follow for such a request...nobody is able to get them tested. His recommendation is if this happens to you, LET IT BLEED! Then clean the area, put on a band aid, REPORT, and see your physician if you feel there is a chance of contamination.

We are still reviewing all Incident Reports being sent in to our CUPE office. If you are injured at work, please fill out your Incident Report and, before giving everything to your supervisor to complete you can fax your front page to the CUPE office at 902-564-0199 so we can collect the information sooner.

Something we really haven't thought about was the need for a wheelchair lift for some students when there are concerts and such. We found out there is one kept in the Operations Department for use of schools. Just submit a request in SAP when needed and it will be brought to the school.

**In Solidarity,**

**Edie Garnier, OHS Chair**





# Grievance Report



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## Greetings all,

The committee met in February and continues to investigate all grievances. Please call any member of the grievance committee if you feel the collective agreement may have been broken. You can find the committee located on our web page.

G-259: Policy, Trades- reply from employer. Negotiations

G-266: Policy, Call out for bus drivers @ Memorial. Negotiations

G-268: Policy, Call out for bus drivers @ Ferrisview. Negotiations

G-270: Policy, reclassification. Reply from employer. Negotiations

G-272: Policy. Call out for Bus Drivers @ Sydney Riverside Elem. Negotiations

G-273: Policy, Call out for Bus Drivers @ Sydney Mines Middle School. Negotiations

G-274: individual, discrimination. Met with employer, moved to arbitration. On hold

G - 278: Policy Bus drivers called out for emergency at Riverside Elementary. Negotiations

G – 279: Policy, Bus drivers called out for emergency at Marion Bridge Elementary.  
Negotiations

G-281- Policy: Bus Drivers called out for an emergency at Boularderie Elem and North of Smokey. Negotiations

G – 282 – Policy, Bus drivers called out for an emergency at Donkin Elementary and Glace Bay High. Negotiations.

T – 283 – Policy, an unqualified, non-employee of the Center for Education, doing a TA job at Memorial High School. Ongoing, committee continues to investigate. Letter was sent to the employer to hold a meeting to discuss.

T – 285 – Policy – Bus driver taken from his run and placed on another run, he wants his run back. (It was given to another driver) On going

T-286- Individual- Laid off Library Tech- missed out on 54 hours of work. On going

G-287- Policy- Bus drivers called out for an emergency at Riverview High School and Coxheath Elementary on January 24, 2019.

**In Solidarity,**

**Janice Cantwell, Chair**

## **Good of the Union**



**Sympathy Cards were sent to:** Linda Pendergast, Wendy McLellan, Ella Carey, Terry Coadic, Nancy Hardy, Juanita Mac Keigan, Ericka Carey, Kenny Fitzgerald, Leslie Dearing Cadwell, Angela Bonar, Norma McKinnon, Jaime Andrews, John Reid, Nancy Manship, families of Patsy Feener and Anastasia MacIsaac.

**Get Well:** Becky Cordy and Jenn MacCormack

**Fruit Basket:** Pat MacKinnon

*Good of the Union email address is:*

**[cupe5050goodoftheunion@hotmail.com](mailto:cupe5050goodoftheunion@hotmail.com)**

*In Solidarity,*

**Crystal Vassallo, Chair**

# COMMUNICATION AND EDUCATION



Your committee has been busy keeping the Website and Facebook page updated to keep members informed. Please visit our sites for updates and information on what's going on with your local.

We sent 3 members to a grievance course in February and in March we have 4 members attending an Occupational Health & Safety course. These are weekend courses which are usually a day and a half and open to everyone. All that is required from you is your time. CHECK IT OUT! Also CUPE offers a variety of weekend courses. Some are geared to becoming involved in your union while others are geared to coping with different situations on the job, etc. If there is something you would like to see offered let us know. If they have it we will try to get it.

We also recently sponsored 3 skating events in 3 different communities.

As always we are looking for good news items, recipes, Educational quotes, poems or funny jokes that we can add to our newsletter to make it more enjoyable. If you have any of the above please email it to [cupe5050newsletter@hotmail.com](mailto:cupe5050newsletter@hotmail.com).

**IS**

**David Fraser  
Committee Chair**





## Good News



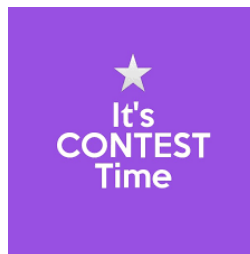
We would like to send out congratulations to the Cleaners at Jubilee School who won the Glace Bay Minor Hockey Draw.

We would also like to send congratulations out to Brother Glenn MacPhee who welcomed a grandchild in January.

Also, congratulations being sent out to Brother David Fraser who also welcomed a grandchild in January.

Finally congratulations are being sent out to Brother Eddie Jewel who welcomed a grandchild in January as well.

### **\*\*CONTEST TIME\*\***



Answer the riddle to win a \$25 gift card. All answers have to be emailed to [cupe5050newsletter@hotmail.com](mailto:cupe5050newsletter@hotmail.com), Winner's name will be drawn at April's Union meeting from all correct answers received. Here is the riddle:

I'm as small as an ant, as big as a whale. I'll approach like a breeze, but can come like a gale. By some I get hit, but all have shown fear. I'll dance to the music, though I can't hear. Of names I have many, of names I have one. I'm as slow as a snail, but from me you can't run. What am I?



**April 28 Union Meeting @ Sydney Academy starting at 2 pm**



We remind members to familiarize themselves with the Success Factors program as the employer is continuing to tell us that this will be how they will communicate with employees.

Members with I-Phone or Android can download the ESM app, to get access to savings through CUPE NS. The password is “cupens” all in small letters.

Did you know that if you download the mobile app from Blue Cross and you have to submit a claim form for reimbursement, you can do it by taking a picture of the Documents provided to you by your Pharmacy and hit send on your phone. Money will be in your account in 5 to 7 days!!!



*Happy Easter!*

