



President's Message

Scott Barrett

Hello CUPE 8443 Membership!

We are very excited to have our very first quarterly newsletter hot off the presses, coming to you with Local, Provincial and National information for CUPE! We hope to expand and grow our newsletter and would love to hear your suggestions through our member's website.

Over the summer preparations and planning went into communications, bargaining, activism, member concerns and an overall plan on how we, the executive, can better do our jobs for you, our members.

We have a good communication plan and member engagement plan. The two plans will complement each other nicely in keeping our members informed through email, school mail, CUPE 8443 website, Facebook and Twitter. Our orientations will be going online, as has our employer's orientations. This will free up some of my time to go out to our buildings and meet with our members. I am looking at dedicating



For a complete list of your elected executive, please visit our website www.8443.cupe.ca and click on 'about us'.

as much time as I can in this endeavor, as I believe face to face contact is the most valuable form of communication. Will Bauer, our National Representative, will try to accompany me as his schedule allows. If your building would like a visit, please email me at barrettscott64@gmail.com from your own personal email address, if possible. We are making an attempt, where ever possible, to stay off our employer's email server for union business. I can also be reached at 306-220-6152 for texts and phone calls. Please call, email or text and let's set something up!

We have entered bargaining with the employer. We have had a couple of meetings as of this writing. We have exchanged proposal packages and are now looking at what each other has requested to negotiate. Our next meetings are October 10th and 11th. While we can't report specifics on bargaining, we will be giving as much information as we can, as often as we can to our membership. We are working hard for you and need your confidence in our team to have a successful outcome. If you have any questions, please have a look at the members website and contact us through there, or email me at the address above. (cont. on page 4)

Executive Biographies



Sandra Sobottka

(Shop Steward)

I am a Computer Systems Technician - I.S. Dept. at Central Office. I have been a part of the union for six years, and active for about three and a half. For three years I held the Social Chair position before I realized my skills were needed elsewhere. In April, I became a Shop Steward. Some things that I really enjoy in my spare time are: celebrating Halloween, cheering on the Pittsburgh Penguins (GO SIDNEY CROSBY, GO!), taking Wilton cake decoration courses (making professional style cakes from home), and fishing at the lake in the summer.

Charlotte Sopatyk

(Shop Steward)

I have been working for SPSD as an EA for over 15 years. Most of my time I have been in community schools but the last 3 years I have been at Ecole Forest Grove School. Advocating for the needs of people has always been important to me. With this reason, I got involved in the union. For the last 8 years I have been your Sergeant -Of -Arms but decided at the last election to become a Shop Steward. Looking forward to serve you in a different capacity. When I am not at work or at union business I love spending time with my nephews and nieces. I also love to read, draw and paint. Wishing you an awesome school year and hoping to see you at a meeting.

Did You Know

Article 19 (CUPE 8443 Collective Agreement)

Hours of Work

By Donna Nelson (Chief Shop Steward)

19:09- An Employee may have one work break in the first half of their work day and one work break in the second half of their work day. At no time will a break exceed fifteen minutes. Breaks must be used as assigned by the supervisor and cannot accumulate.



These work breaks are what employees may refer to as “coffee breaks”, or just breaks.

They are paid breaks, so are part of your designated work hours, and generally should be taken in the building you are working in.

According to Human Resources, who has said verbally and in writing to supervisors and school Administrators, these breaks should not occur at the

beginning of start of work time nor at the end of work time. In other words, starting late or leaving early. They cannot accumulate (carried to other work days in the future.)

Example- Missed your break in the morning...can't leave 15 minutes early at the end of the day. (Or the next)

Missed your p.m. break, can't come in 15 mins. late the next day or leave early the next day. Please make sure you are able to get your breaks or you lose them!!

Don't be afraid to talk it over with your teacher/Admin. (Their group has a different set of directives in their LINC Agreement, so sometimes it is just not understood that ours are to be done differently).
(cont. on page 4)



Executive Biographies



[Charlene Wolkowski](#)

[Scholarship Chair](#)

I have been employed with Saskatoon Public School Division for almost 16 years. I work as an Education Assistant, currently I am at Sutherland School. I have worked at various schools throughout our city, and throughout these 16 years I am fortunate to have the opportunity to work with very talented and wonderful colleagues from Head Office, Administration, Teachers, and our Education Support. I have been on the Executive for 6 years. In May 2017, I was nominated for and accepted the Executive position, Scholarship Chairperson. Prior to this position, I held the Education Chair for 2 years. My very first dip into Executive work was Trustee for 3 years. During these 6 years on the Executive I have obtained a wealth of knowledge and diversity of experience. This diversity can also be attributed to me attending educationals offered to our Union. My last educational was just in June when I attended the Women's Conference at Wasquesui. My educationals have a wide range. Everything from Ed workers Conference and so on. When I am not at work or doing Union priorities, I am focusing on my personal goals to better myself as an individual and as a woman.

Dear Sisters, Brothers, and Friends:

We'd like to thank the 2,200 delegates who took the time out of their lives to attend our National Convention in Toronto last week. We know it's not easy, and we appreciate your commitment to our union, and the honesty and civility with which you engaged in debates around our union's priorities, policies and structure.

We accomplished a lot together, and we wanted to share some of the key decisions that were made.

Strike Pay

Delegates approved a resolution to begin pay for eligible members of striking locals on the first day of a strike, instead of the fifth, as is currently the case. This move will strengthen the position of locals who encounter obstinate and unreasonable demands from employers at the bargaining table. This change to strike pay is effective immediately.

Coupled with the union's [renewed bargaining policy](#), which rejects all attempts by employers to force concessions and two-tier proposals on workers, we now have a full set of tools to take on bargaining in a climate of aggressive austerity.

Strategic Directions

Delegates also adopted [CUPE's Strategic Directions](#), which establishes the union's priorities for the next two years. The plan sets out how we will make gains in our workplaces and communities, fight racism and discrimination in all its forms, defend public services, and advocate for a better country and world.

Task Force on Governance

Delegates approved a resolution to create a Task Force on Governance which will review the structure of our union as laid out in the constitution. Our governance structure has not changed significantly since our inception as a union in 1963, despite the substantial growth and changes in our membership in the intervening 54 years, and this assessment is long overdue.

The task force will look at the current and historic composition of our leadership, the role and responsibility of the positions that make up the National Executive Board, and the structure of our chartered organizations as well as that of other labour organizations. The task force will make recommendations to the National Executive Board by March 2019, and the NEB will submit any constitutional amendments necessary to the 2019 National Convention.

Once again, we'd like to thank each and every delegate for their work.

In solidarity,



MARK HANCOCK
National President



CHARLES FLEURY
National Secretary-Treasurer

President's Message

(cont. from page 1)

We also have monthly reporting at our general meetings, come check them out. You can look up meeting times and dates on our website.

We have experienced some cuts in hours and staff, as well as some scheduling changes for some of our members. We understand everyone will experience new challenges, some frustrations, and some will experience situation where they need union representation to find a solution to a workplace problem. We need to hear from you about how things are going in your building. With cuts, everyone is stretched thin. We want to make sure our members are well treated and well respected under the collective agreement. Please keep us informed through whatever form of communication suites you best.



I think I've taken up enough space in the new CUPE 8443 Newsletter! I wish everyone a great year, lets show our solidarity and pride in our union, CUPE 8443.

Did You Know

(cont. from page 2)

Lunch or Meal breaks are not in this article. They are unpaid in most classifications, but still covered by Labour Law. Paid meal breaks are in the Collective Agreement also. Unpaid breaks mean you are on your own time and can leave school grounds. Not a bad idea to check at the beginning of the school year with your Administrator/ Supervisor to see if they would like you to let someone know you are off grounds. (Not necessary to tell them where you are going.)

As we get into the school year, and off school grounds excursions and half or all-day field trips are scheduled, there will be another DYK? on that dilemma!

Executive Biographies

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Clay Wilson

Shop Steward

I'm the only Electronics Repair Technician in the division. I've been with SPS since August 1994. I'm currently a Shop Steward on the Executive as well as on the Social Committee, Bargaining Committee, Communications Committee, and Labour Management Committee.

Larry Martin

Shop Steward

I have worked for Saskatoon Public Schools since March 1, 1990. I am presently the building operator at Ecole Alvin Buckwold School. Within our CUPE local 8443, I am a shop steward, and have taken a bit of an interest in OH&S issues. I recently attended a three day OH&S conference in Saskatoon which I found to be very informative. I am married and have a 22-yr. old son. I enjoy digging in the dirt (gardening with a side of landscaping), music, television and consider myself to be a bit of an audiophile. I look forward to gaining more experience in my role as a shop steward, and invite anyone who feels they may need some stewarding to contact me.

CUPE Local 8443

Support Workers of SPSPD

201-21st Street East, Saskatoon. SK