



## President's Message

Scott Barrett

Hello 8443 Members,

Welcome to the second instalment of the CUPE 8443 Newsletter! We have had some very positive feedback on our first newsletter, so we've decided to roll out another edition.

Since our last newsletter, we have had one sit down with the Employer for a bargaining session. We feel we have made good progress thus far. We haven't reached monetary items as of yet, but hope approach that subject soon. CUPE National's mandate is to not accept any rollbacks in wage, as requested by the government through the employer at the bargaining table. Your bargaining team is working hard in your interests during negotiations.



Your Bargaining Committee hard at work in our boardroom located at the CUPE 8443 Office.

Will Bauer and I have sent off a cost share to CUPE National. The cost share will consist of swag for our members, advertising and community engagement. Once the cost share is approved by the National Executive Board we will be approving it through the 8443 Executive and final approval will be sought by you, the Members at a general meeting. The reason for the cost share is to engage members and the public during contract negotiations. Our greatest resource is our Members, without you, we have no reason to exist as a union. Rest assured that you are our top priority and we will commit to bringing you the best union and the best contract we can!

With Christmas fast approaching, the Social Committee had the Children's Christmas party on November 26th. Some folks weren't able to get signed up, as space is limited. A few families were disappointed. We have heard you and are looking to increase the budget around this event for next year to add another theatre.

Our CUPE 8443 reporting form has gone out to the schools and we have had quite a few sent in. This is exciting news as we can now track concerns out at our work sites. Your executive will be going through the forms and bringing forward a plan to deal with the concerns reported. Please keep them coming! (cont. on page 4)

## Executive Biographies

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Bob Kardal (Shop Steward)

Hi, my name is Bob Kardal I am currently serving the local as a shop steward and for the past 4 years as a Trustee for CUPE SK. My previous union experience includes serving as the CUPE 8443 Secretary Treasurer for about 3 years and as a CUPE 8443 trustee before that. I have been with the SPSD for a little over 10 years as an Evening Caretaker at various locations. My current position is as the Building Operator at Chief Whitecap School, one of our newest buildings. I recently celebrated in Peachland BC with our two daughters a great 20th anniversary being married to Jerri Lea Kardal, she's a Hearing-Impaired Interpreter for the SPSD. I pass the time enjoying my hobbies Zen Coloring, Wind Gazing, and Hariku Dorodango. Should you need assistance or guidance from a shop steward and you feel comfortable talking with me I can be contacted at [bobkardal@sasktel.net](mailto:bobkardal@sasktel.net).

## Did You Know

By Donna Nelson (Vice President Chief Shop Steward)

### **\*Under Article 15- Vacant Positions in our Collective Agreement**

Article 15:09: An employee who accepts a transfer, promotion or extension of contract in a new location, shall serve a three (3) month trial period.

Sometimes a manager, supervisor/principal may say that you are on “probation” when you start the new position. It is a trial period. The only time an employee is on probation is the first six months of continuous permanent service.

The main difference between the two is that not meeting job performance expectations during probation can result in termination, while not meeting trial period job performance expectations may mean you will be returning to your former position.



### **\*Under Article 22- Sick Leave**

22:02- Sick Leave means the period of time an employee is absent from work with pay by virtue of being sick or disabled or because of an accident for which compensation is not payable under the Workers' Compensation Act.



22:04: At the discretion of the appropriate supervisor/principal, an employee may be required to produce a medical statement from a duly qualified medical practitioner for any illness in excess of three working days, certifying that the employee was unable to carry out duties due to illness.

(cont. on page 4)

## Executive Biographies

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Leslie Ann Boschman - Selin  
(Shop Steward)

I am happily married 27 years. We have three children and two grandsons. I have been working since I was 11 years old. I've had 44 jobs and I've never been fired. I attended the University of Saskatchewan for 2.5 years. I catered the dinner, the first time the four Western Finance Ministers ever got together, at Government House in Regina as the Sales and Catering Manager for the Chelton Inn. I was the Flax Lady for 20 years and did Essential Nutrition lectures. I worked at Egadz in the kitchen and the only job I loved more, is the job I have now at the Saskatoon School Board as an EA. I've been an EA since 2012. I am now on the Executive of CUPE 8443, a Site Rep at Walter Murray Collegiate, a shop steward and I'm on the Communications Committee. I love cooking and reading.

## NATIONAL SECRETARY-TREASURER

### CHARLES FLEURY

Our National Strike Fund is very healthy with over 90 million dollars in the bank. By managing our money carefully, CUPE National has made improvements to our Strike Fund regulations to help our 643,000 members when they need it most.

At our last national convention, we struck the National Strike Fund Taskforce. Since then, taskforce members have been hard at work. They built a consensus on a shorter waiting period to receive strike pay, more flexible picket line shifts and better consideration for other strike duties as well as changes for locals who do not have the right to strike. At the September 2016 National Executive Board meeting, the taskforce report was unanimously adopted.

For the first time in our history, our members will start receiving strike pay on the fifth day of a strike, instead of waiting for nine days. In addition, for members who need an accommodation we now have clearer regulations.

Access to strike averting campaign funds will also be easier. We will have more resources to prevent a strike and to build our power before bargaining breaks down.

CUPE National has increased its contribution for interest arbitrations. We now cover 90 per cent instead of 75 per cent of the cost of the union nominee on boards of arbitration. With the improvements made last year, we now cover 100 per cent of a local's share of the cost of an arbitrator for interest arbitrations.

Training for elected officers and staff on the Strike Fund regulations will be increased, and the Strike Fund regulations will be reviewed every four years.

Overall, we have a solid and more generous Strike Fund. This makes our national union stronger, and employers and governments understand this.

At CUPE, we do many things to prevent a strike. But sometimes, going on strike is the only way to hold onto what we have and to make gains.

In 2017, as always, CUPE National will continue to be there with you in your bargaining fights, and we have the financial resources to back you up and win.



## President's Message

(cont. from page 1) Please remember, the Board has gone online with orientation, as has your union. If you are new, or haven't had an orientation yet please go through the online orientation on our website at 8443.cupe.ca.

OUR SCHOOLS WORK  
BECAUSE WE DO.



Will and I were out at a school recently to talk with members. We find this is an effective way to address questions and concerns. Please email me at barrettscott64@gmail.com to set up a meeting in your school for us to come and speak with you!

That's all for this newsletter, I wish everyone a happy and peaceful holiday and look forward to our newsletter in the new year!



Bob Kardal presenting a wreath on behalf of CUPE 8443.

## Did You Know

(cont. from page 2)  
Some members have been asked by their manager, supervisor/principal for a sick note from a doctor after 1 or 2 days. You only need to honour that request if it is asked for on the 4th day or beyond.

The exception to this is stated in the last part of 22:04- In exceptional cases where an employee is deemed to have excessive sick leave usage, the Board may ask for a medical statement for any absence for a specified period of time.

The way this works is a member will be called in to talk to the manager/supervisor/principal and discuss what they deem to be excessive absences. You then may be given a letter requesting you to let the supervisor know by a certain time of the day that you will be absent and to then put it in ADS and bring a doctor's note for that day and any other day you miss when you return to work.

Please contact a Union representative if this occurs.

## Executive Biographies



Laurie Irvine (Sergeant-at-Arms)

I have been with the Saskatoon Public Schools Division for the past eight years serving as a student services secretary, most recently with Bedford Road Collegiate. I am proud to serve on the CUPE 8443 Executive since September 2017 as Sergeant at Arms. I have three grown kids and love watching sports like the Riders, the Rush and the Oilers as well as spending my time with friends and family. I also enjoy comedies and most types of music.

Darrell Janzen (Shop Steward)

I am a floater caretaker in Saskatoon, I have been a union member for 11 years. I started with CUPE 8443 as Sergeant at arms and now currently hold the position of shop steward. I enjoy dealing with members using my training and knowledge to help them. When I'm not working I enjoy Hockey, fishing and being a volunteer.

CUPE Local 8443

Support Workers of SPSPD

201-21<sup>st</sup> Street East, Saskatoon. SK