

CUPE 8443

Support Workers of SPSD

Fall 2017



President's Message

Scott Barrett

Hello CUPE 8443 Membership!

Welcome to our third instalment of CUPE 8443's Newsletter! As spring approaches, we have many exciting things planned as we head into the last part of our school year!

As I have indicated in the past, we have a cost share with CUPE National under way. The cost shares consists of several steps which your Communications Committee is in the process of working out a timeline to track the cost share. The first part of the timeline will include swag items for our membership which we will be bringing out to your buildings as soon as we have received the order. Once we have received the order we will be setting up delivery to your building and hopefully having some face to face chats with you, our Members. Once that is



Our honoured retirees at the Long Service Banquet. It was held March 3rd, 2018 at the Heritage Inn. Thank you for your service!

complete, we will be looking at public awareness actions, with the help of the membership. Keep an eye on your personal emails and on the website for more information.

You may have heard in the news that the Saskatchewan Government is putting 7.5 million back into education immediately and 30 million after the budget is announced in April. From what I understand the Board will be hiring 10 EA's to finish out the school year. Although this doesn't put back the 54 million taken out of education on the last budget, it certainly is encouraging, this is due to pressure from CUPE Saskatchewan and the lobbying efforts thus far. The public does not agree with funding cuts to education and they have made their voice loud and clear. We will continue to lobby for more funding into education and with your help, we certainly will make an impact.

We have just recently had our Saskatchewan Area Convention and President Tom Graham and Secretary Treasurer Judy Henry were re-elected to their positions. Congratulations to both Tom and Judy on being elected to their positions. I look forward to (cont. on page 4)

Executive Biographies

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Corina Macleod

(Secretary Treasurer)

I have worked at Saskatoon Public Schools since 1995 in various positions/departments; Human Resources, Main Switchboard, City Park Collegiate as Guidance/Work Ed Secretary, Rentals Clerk, IS Department Secretary, Rotational Administrative Assistant, and have now been in my current position of Administrative Assistant at Lakeview School for the last 6 years. Over the years I have had a bit of experience with our union. For several years I planned the Children's Christmas party, which I thoroughly enjoyed. I have now taken on the position of Secretary-Treasurer for a two-year term. I have learned a lot in my position, and look forward to learning much, much more. On a more personal note, I am a huge Disney nut! Love learning about the history of Disneyland and Walt Disney, the man. My family and I have visited Disneyland and Disneyworld a few times, and absolutely love them both. It's my Happy Place!

Dave Spence

(Pensions & Benefits Chair)

My name is Dave Spence and I am an electrician with Saskatoon Public Schools. I've been involved in our local in one aspect or another for about half of the twenty years that I have been employed by the Board. I am currently the Chairperson of the Pensions and Benefits Committee. My spare time is spent at Candle Lake, both summer and winter. I recently took up catamaran sailing and like to spend winter free time ice fishing. I am married and my wife and I have five children and seven grandchildren.

Did You Know

Article 5:05 and 12 (CUPE 8443 Collective Agreement)

Right to Transfer Caretakers and EAII

By Donna Nelson (Chief Shop Steward)

For Caretakers and EA II's there are a couple of Articles in the CUPE 8443 Collective Agreement that deal with and are relevant to *the right to transfer to different places that is done by SPSD Human Resources.*



Article 5:05

The Board reserves the right to assign Education Assistant II's and Caretakers without the requirement to post such positions. Therefore Article 15:01- Posting of Vacancies of the Agreement will not apply to such positions.

(b) Job location assignments for Educational Assistant II's and Caretakers shall be made by the Board.

I will add to that Article language with something that

Human Resources personnel has reminded the Labour Management Committee when we bring issues from the implementation of transfers to them from time to time.

"EA II's and Caretakers are hired to work within the School Board, not at locations".

The other Article that is important to keep in mind when being transferred is the first paragraph of the Article on Seniority. **Article 12 - Seniority**

12:01 Seniority shall be defined as the length of continuous permanent employment with the Board and shall date from commencement of continuous permanent service.

(cont. on page 4)



Executive Biographies

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Don Shepherd

(Shop Steward)

Don Shepherd has worked the past 20 years for the SPSD. He has been a shop steward for the past 3 years. He is presently working as an EA at Confederation Park Community School. In his spare time, he enjoys gardening, playing soccer and is a big Rider fan.

Mark Poitras

(Social Chair)

My name is Mark Poitras, and I am the Social Chair for CUPE 8443. I also work for Saskatoon Public Schools as a computer technician directly supporting 10 schools. I like keeping up with science and math articles online, solve all kinds of jigsaw and number puzzles, and play beach volleyball, floor hockey, and golf. I also spend lots of time with my wife and 2 cats.

Clayton Wilson

(Shop Steward)

Hi Everyone! I'm Clay Wilson and 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, and Labour Management Committee.



CUPE K-12 Support Workers in South East Cornerstone Public School Division Reject Government Mandate, Ratify New Agreement

POSTED ON [MARCH 15, 2018](#)

Members of CUPE Local 4689 and the employer, South East Cornerstone Public School Division, have ratified a new two-year collective agreement. Negotiations took place in the context of the provincial government's mandated 3.5% wage rollback and employer proposals of zero-percent wage increases.

The two-year agreement includes a lump sum payment of 1% for 2016 and a wage increase of 1% for 2017. Further gains in the agreement include an additional day for family illness, increased use of personal days, and new language addressing violence in the work place as well as expanded occupational health and safety language and better layoff provisions. Total monetary increases are estimated to be +3.32% over two years. "In spite of the government's wage mandate, we were able to reject concessions and bargain forward for our members," says Local 4689 President Jeannie Taylor. "Both sides were very respectful throughout negotiations and we had a productive round of bargaining. Considering the circumstances, we are proud of the deal we presented to the membership."

Almost 4,600 of the 7,000 CUPE education support workers across Saskatchewan have open collective agreements and are currently in bargaining or will be at the negotiating table in 2018. CUPE represents educational assistants, caretakers, administrative and library assistants, bus drivers, and many other classifications.

"CUPE has a national policy against concessions. We held our ground and benefited from a respectful negotiating party across the table," says CUPE National Representative Don Moran.

CUPE is the largest union in Canada and in Saskatchewan. Of the 30,000 workers represented by CUPE in Saskatchewan, more than 25,000 currently have open collective agreements.

President's Message

(cont. from page 1) working in my position as Vice President of CUPE Saskatchewan with the CUPE Saskatchewan Executive Board to further our efforts protecting the rights of CUPE Members across the province.

Elections for our Local are coming up on May 5th, Walter Murray Cafeteria at 10am. Positions that are open for election are the positions of President, Vice-President Chief Shop Steward, Recording Secretary and the Chairpersons of the Pension & Benefits and Scholarship Committee. As well there are Shop Steward and Trustee positions coming open as well. I encourage everyone to come out and vote on who will fill these positions.

These are just the highlights of what is going on both locally and provincially for our Local. For more detailed information, please come out to a General Meeting, or keep an eye on our website.

That is all I have for now. If you have any questions, please do not hesitate to email, text or call me. My contact information can be found on our Local's website. Have a great spring and see you at a meeting!

Did You Know

(cont. from page 2)

An employee who had continuous service immediately prior to being hired on a permanent basis shall have his/her service made retroactive to such date of continuous service upon successfully completing the probationary period referred to in Article 11:01.

The Article 12:01 under Seniority means that when transfers occur in those two Classifications of Caretakers and EAII's, **seniority is not location based, but Board based for permanent employees**



CUPE 8443

Executive Biographies

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Carole - Anne Wilson

(Recording Secretary)

I am CUPE 8443's Recording Secretary. I have been a Library Technician with Saskatoon Public School Division since Jan 1999. I currently am working in the Alternate Format Library at the Board Office. I have 2 adult children. My son Cary, graduate of Nutana Collegiate in 2006 and a daughter Bethanne, graduate of Mount Royal Collegiate in 2010. I also have a 17-month-old granddaughter Brooklynn. My favorite day of the year is Valentine's Day. At the school libraries I worked at, the library would be full of valentines and home-made chocolates. My favorite team is Saskatchewan Roughriders. Even my dog Knight wears her Rider jersey on game days. When I am not at Union committee meetings and events, I am involved in my other organizations - Saskatchewan Association of Library Technicians and Order of Eastern Star. I am also taking in the evenings income tax classes through H & R Block. Which I work at Jan to May. I look forward to meeting more of the members of CUPE 8443. Come out to a meeting, sit on a committee, join us at the social events.

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