



President's Message

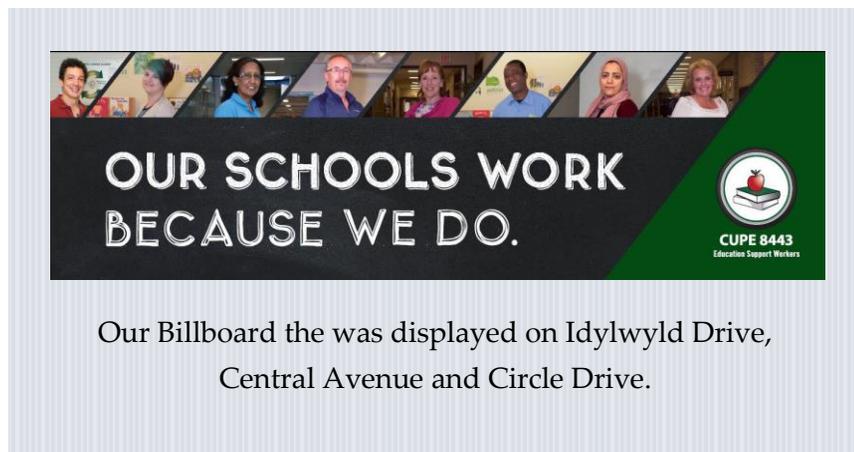
Scott Barrett

Hello CUPE 8443 Membership!

Welcome to the fall instalment of our CUPE 8443 Newsletter! I hope everyone had a good summer with family and friends. The new school year is here and we have all hit the ground running!

As you all know, we are well into bargaining with the employer. We have been without a contract since August 2016. We have not settled our contract as of yet because your bargaining team does not feel the monetary offer from the employer is something the bargaining committee can take back to the membership and endorse. Our last bargaining date with the employer was October 5th 2018. We don't see any bargaining dates available until December, or possibly January.

Your executive has looked at the remaining monies in our cost share with CUPE National and we have some money left. The communications Committee will be having a meeting on planning another round of tours out to your facilities to speak with our members and update the membership on the status of bargaining and to address



Our Billboard the was displayed on Idylwyld Drive,
Central Avenue and Circle Drive.

any concerns you have in your buildings. Expect to see an email on your personal email about the tour in the next little while. We will also be posting on the website and on Facebook about the tour. If we don't have your personal email address, please go to our website <https://8443.cupe.ca/> to sign up. This is very important as we will be contacting members on the status of bargaining and information we can't send over the employer's email system.

As you may have noticed, we have had billboards up in the city highlighting our local. Two Video billboards where located on Circle Drive, between Airport Drive and Ave. C, and Central Avenue. The print billboard is located on Idylwyld and 20th Street. We rented these spots for the month of September. The video billboards have been taken down now. The print billboard is still up on Idylwyld and 20th, as no one has rented it yet, so our billboard remains. This is good for us as it is now free advertising! Drive by and have a look!

(cont. on page 4)

Executive Biographies



Clayton Wilson
(Shop Steward)

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.

Larry Martin
(Shop Steward)

My name is Larry Martin. I have worked for SPS 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 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

Did You Know

Article 19 (CUPE 8443 Collective Agreement)

Hours of Work

By Donna Nelson (Chief Steward)

Did you know that besides our CUPE 8443 Collective Agreement, there are other pieces of legislation such as in the Labour Standards Act that apply to our support staff?



There have recently been some questions around breaks on out of school excursions (field trips). Some school Administrators are now telling EA support staff that on these longer trips, such as half day or full day ones, they must take their lunch breaks away from the students. These unpaid breaks are not eligible for time-in-lieu on additional hours forms if not pre-approved.

Here is what the Government of Saskatchewan has in the Labour Standards Act.

Meal Breaks

Employees are to get an unpaid meal break of at least thirty minutes within every

five hours of work. Employees do not have to be paid for meal breaks, but if an employee has to do some work or be at an employer's disposal during a meal break, the employee must be paid for the time.

Our Collective Agreement addresses our morning and afternoon paid breaks.

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 their supervisor and cannot accumulate.

The words "cannot accumulate" mean not banked for another day if not used. These breaks are included in our regular work hours e.g. six hours with an unpaid thirty-minute lunch break and two fifteen-minute paid breaks means you have to be at your work place for six and a half hours. (If you have a longer unpaid lunch break, then you are there for whatever extra time your lunch break is.)
(cont. on page 4)

Executive Biographies



Nicole Boschman
(Scholarship Chair Person)

Nicole is an Educational assistant with Saskatoon Public Schools. She started working as an Educational Assistant in 2007 and to this day continues to love working with children of all ages. Over the years Nicole has come to appreciate what her union does and continues to do for its members and started to attend more general meetings to see what really goes on in her union and to have a voice. In 2017 Nicole accepted a nomination to become the Scholarship Chairperson for CUPE 8443 and looks forward to learning the details of her position as an executive member. In her free time Nicole enjoys being at home with her cat and dog, visiting with friends and family, cooking and gardening.

National Task Force on Governance

One of the key decisions taken by CUPE members at our national convention last October was to create a National Task Force on Governance. In June, the Task Force began its important work.



CUPE's constitution hasn't changed much since it was first approved 55 years ago in 1963.

But as our country changes and the challenges we face evolve, it's time for us to consider if our current union structure is serving our members, and if there are ways to make it better.

And so, over the summer, the Task Force on Governance launched a consultation process which will continue into November. We are asking CUPE members and locals about important issues like how we elect our National Executive Board (NEB) and what its responsibilities should be.

It's my hope that we can settle a lot of the "unwritten rules" around how members are elected to the NEB. Over the years, a number of common practices have developed that are not reflected in the constitution – which creates an uneven playing field where some members understand the practices and others do not.

The Task Force will also be seeking your input on CUPE's National Convention, the highest decision-making body in our union, and how we might improve it.

We'll review the historic structure of our union and ask if there are changes needed to how CUPE locals interact within our union and with the broader labour movement through affiliations.

And we'll consider the work of previous commissions and the National Women's Task Force as we work towards a final set of recommendations for consideration by our National Executive Board. Our hope is that our work will result in constitutional amendments being brought to our next National Convention for your consideration.

The work of the Task Force will continue into next year. But to make the most of this opportunity to improve our union, we need your input now.

In the coming months, members, locals, national committees, and chartered organizations will have the opportunity to provide input through an online survey, written submissions, and in-person discussions.

I hope you and your local will make some time for this important discussion, and make your voice heard. Together, we can keep making our great union even better.

MARK HANCOCK ONLINE
twitter.com/CUPENatPres

President's Message

(cont. from page 1)

We are also looking at public engagement. We have had flyers printed and are developing a plan to get them into the public's hands to let them know of the service we provide for education and inform them about who we are. Our members provide a very valuable service for students and families. We want the public to be aware of this. Once the Communications Committee has the plan in place, we will let everyone know and how you can help!



I want everyone to know that your work and dedication to our students does not go unnoticed by your union and we endeavour to make sure the public and our employer are aware as well. Please consider becoming involved with CUPE Local 8443. The ways you can become involved is attending general meetings, attending the training opportunities offered by CUPE

National, signing up on our email list, setting a meeting at your school for us to talk with the members at your school and by letting us know what your ideas and opinions are.

Thank you for taking the time to read this and remember ... "Our Schools Work Because We Do!"

Did You Know

(cont. from page 2)

When you are on field trips, every effort should be made to have your a.m. and p.m. breaks away from your assigned student or group of students. Sometimes that may not be possible, but then a break needs to be taken before you leave or once you are back at the school.

Please keep in mind that the responsibility for scheduling all the breaks you are entitled to have on field trips, falls to the school Administrators or designates, and would be implemented by the teachers, or Administrators/designates present at the field trip, and therefore is not any different than it would be done when at your school.



If you have another dilemma you would like addressed in this news letter please contact Donna Nelson at dmmnelson3@sasktel.net

Executive Biographies

•••

Jennifer Clerke
Education Chairperson

I am Jennifer Clerke, Education Chair of CUPE8443. I am an Educational Assistant who has been working for the School Division for just over 10 years now. In 2017 I began helping out on the Education Committee and then decided to become Education Chair part way through the year, filling the vacant position. I have almost been in this role for 1 year now. My goal has been to have open communication with members and do my best to offer a variety of Professional Development opportunities to members. I spend a lot of my time volunteering. I am a Fitness Instructor and a foodie who enjoys traveling as well as writing poetry. My favorite thing to do is spend time with family.

CUPE Local 8443

Support Workers of SPSD

201-21st Street East, Saskatoon. SK