

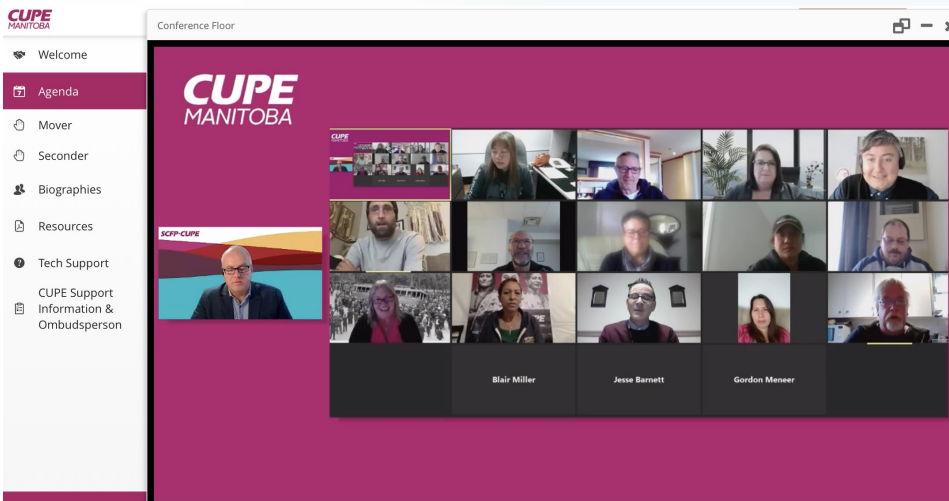
CUPE 744

St. James Assiniboia School Division Workers Union

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www.cupe744.ca

Newsletter

THE NEW CUPE MANITOBA EXECUTIVE BOARD



Pictured above is Gina McKay, President of CUPE Manitoba

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Delegates at the CUPE Manitoba Convention held October 20th – 22nd elected Gina McKay President. She now represents the union’s 37,000 members. “I am honoured to receive the confidence of CUPE members from across Manitoba to lead our union,” said McKay. “We have a lot of work to do as activists, and we are committed to fighting for the rights of all workers in Manitoba.”

“I am committed to building unity in the labour movement and am dedicated to ensuring we work stronger together to fight back against governments who push austerity and regressive legislation and attacks on working people in Manitoba,” said McKay. “The provincial Conservatives have tried to divide workers in Manitoba and undermine public services, and I’m here to say we are more united than ever.”

THE NEXT GENERAL MEETING

**IS ON SATURDAY, MARCH 19 2022 AT THE ANAF #283 HALL (3584 PORTAGE AVENUE).
CALL TO ORDER IS AT 10:00. COME EARLY FOR BREAKFAST**



Local 744 is represented on the new CUPE Manitoba Executive Board by Steve Magian as the Recording Secretary and Bob Guenther as the Person With a Disability Representative. Both Steve and Bob have “Voice and Vote” during this important rebuilding phase of CUPE Manitoba. A full list of Executive Board Members is on page 2.

One month later, at the CUPE National Convention (November 21 – 26, 2021), Bob Guenther was elected Prairie Region Trustee for CUPE National. **Local 744 stands tall.**



When people cut you down or talk behind your back, remember they took time out of their pathetic lives to think about you!



THERE'S A STORY ABOUT PEOPLE ON A BOAT. A GUY DECIDES TO DIG THROUGH THE FLOOR OF HIS CABIN. WATER FLOWS IN. OTHER PASSENGERS ARE PISSED. BUT, IT'S HIS OWN CABIN, THE GUY ARGUES, SO WHY SHOULD IT MATTER? PERSONAL CHOICE ONLY GOES SO FAR WHEN WE'RE ALL IN THE SAME BOAT.

THE NEW CUPE MANITOBA EXECUTIVE BOARD ARE

- President:** Gina McKay, L2348
- Vice-President:** Debbie Boissonneault, L204
- Secretary-Treasurer:** Mylene Holmes, L204 & L500
- Recording Secretary:** Steve Magian, L744
- Trustee, 3-year:** Theresa Proctor, L204
- Trustee, 2-year:** Jesse Barnett, L69
- Trustee, 1-year:** Rick Moore, L731
- Area Representatives:**
 - Winnipeg Area Representative:** Vivienne Ho, L2348
 - Winnipeg Area Representative:** Linda Durham, L2153
 - South-Central Area Representative:** Lisa Sibbald, L5238
 - Eastern/Interlake Representative:** Gord Meneer, L998
 - Brandon Area Representative:** Jamie Rose, L 737
 - Northern Area Representative:** Clayton Paul, L745
- Equity Representatives:**
 - LGBTQ+ Representative:** Daniel Richards, L204
 - Person with a Disability Representative:** Bob Guenther, L744
 - Young Member Representative:** Cody Clay, L731
 - Racialized Workers Representative:** Karen Brown, L204
 - Indigenous Representative:** Tricia Merritt, L204
 - Woman/person who identifies as woman Representative:** Michelle Bergen, L998

CUPE is Manitoba's largest union, represents approximately 37,000 members working in health care facilities, personal care homes, school divisions, municipal services, social services, child care centres, public utilities, libraries, and family emergency services.

CUPE Local 2153 continued its annual tradition of giving with a huge toy drive for kids in the care of Child and Family Services.

Including the donation by Local 744, a total of \$1800 was raised and turned into tables of presents which were wrapped and given to the kids.



BARGAINING 2022

Our Collective Bargaining Agreement (CBA) will expire on February 28, 2022. We have already submitted our intent to negotiate a new contract and the Local's Bargaining Committee has been formed. Bob Guenther will lead this effort as Chair of the Local's 2022 Bargaining Committee. The 2022 Bargaining Committee members are: *Bob Guenther, Sharon Guzzardi, Kim Orvis, Steve Magian, John Marsh, John Panotes, Lionel Berthelette and Paulo Delgado.*

Initial Committee meetings are proceeding and a detailed members survey will be sent out shortly. The survey is going to include a number of proposed language changes that were worked on during the last CBA bargaining sessions along with ample opportunity for you to express your opinion and recommendations.

Strike at Rolling River School Division is Over

MINNEDOSA, MB – After ninety-two days on the picket line, custodians and cleaners at the Rolling River School Division are heading back to work.

"These workers have been on the frontline keeping schools safe and clean but were pushed to the picket lines for three months in the coldest weather," said Gina McKay, President of CUPE Manitoba. "These workers stood for fairness and didn't back down despite all odds. We are very proud of them."

On January 4, 2022, CUPE Local 1630 applied to the Manitoba Labour Board and asked them to help settle the dispute either by the Board or through a neutral arbitrator. On January 31, 2022, the Labour Board issued an order to terminate the strike, reinstate the workers, and settle the provisions of a collective agreement. The parties can either appoint an arbitrator or the Board will review the Union and employer's proposals and aid in settling a new collective agreement within the next ninety days.

"We remain dumbfounded as to why this particular school division has refused to offer its custodians and cleaners the same as other school support staff across the province," said McKay. "These workers deserve nothing less."

The Rolling River School Division employed replacement workers throughout the strike, leading to substandard cleaning in schools across the region. Students at numerous schools joined the picket lines, calling on the school division to settle a fair agreement.

The picket line was also joined by CUPE National President, Mark Hancock, Canadian Labour Congress President, Bea Bruske, and countless other unions. "Our members are happy to be getting back to the jobs they love, and the students they care for," said McKay. The CUPE 1630 strike began on November 1, 2021, and officially ended on February 1, 2022.

WHEN CAN YOU CLAIM MILEAGE

Most people covered by our Collective Agreement (CBA) do not use a personal vehicle for work purposes. Generally those that do are governed by a Letter of Understanding attached to the CBA which can be reviewed on our website. There are a few however who are not mentioned, such as Relief Cleaners and Relief Caretakers or regular employees occasionally being sent to another building during a shift. (Note: Casual Employees are not covered by our CBA).

Even though there is no specific Article in the CBA, you are still entitled to re-imbursment from the Division if you are required to use your personal vehicle for work purposes. Remember, everyone is responsible for getting themselves to and from the worksite. Once there though, if the employer asks you to go to another location, you are entitled to claim mileage expenses if you are required to use your personal vehicle. Furthermore, you are entitled to claim mileage benefits each time you are asked to go to another location, after your initial arrival at work.

Remember that while your initial trips to and from work each day are done on your time, if you are asked to attend another location during the day then the time required to travel the most direct route is work time, not break time! You are entitled to a break that is separate to your travel time. The only time your travel time could be considered break time is if you have two (2) regular part-time jobs in two (2) separate schools.

Make sure you claim the mileage that is owed to you. To claim mileage, fill out the [Employee Car Mileage Allowance Claim](#) form (DKC-E-2) which can be found on the Divisional "Forms" portal. Once completed submit it to your supervisor. Keep a record of all mileage claimed and the reason for your records. If you do not receive reimbursement of any claimed expense contact a Shop Steward.

LATERAL JOB CHANGES

If you are considering a job change within the Division you should be aware of Article 10.05 of the Collective Bargaining Agreement.

10.05 Lateral Moves - Employee initiated changes to a different position within the same job classification are subject to the following:

At the discretion of the division, caretakers may not be allowed more than one (1) lateral move in an eighteen (18) month period. At the discretion of the division, cleaners may not be allowed more than one (1) lateral move in any one school year.

All employees will be entitled to bid on any opening at any time on a higher job classification. In accordance with Article 3.04 probationary employees may only move to another position at the discretion of the division.

If you have any questions or concerns speak to a Shop Steward.

LOCAL ELECTION CALL 2022

Attention all members; elections for certain positions on the Local Executive Committee will proceed as outlined in our By-Laws with nominations in March. The positions up for election have been turned red for this article:

SECTION 7 - EXECUTIVE BOARD

(b) The election of the **President and Treasurer** shall take place every even year with the alternate years being set for the election of the Vice-President and Recording Secretary. There shall be an election of **two (2) Shop Stewards** on even years and one (1) Shop Steward on the odd years. The **Warden** shall be elected annually. **One (1) Trustee** shall be elected for a three (3) year term annually.

The process for an election is outlined in Section 11 (relevant dates have been turned red for this article).

SECTION 11 - NOMINATION, ELECTION AND INSTALLATION OF OFFICERS

(a) **Nominations shall be received at the General meeting held in the month of March.** To be eligible for nomination a member must be a member for at least one (1) year. No nomination shall be accepted unless the member is in attendance at the meeting or has allowed to be filed at the meeting his consent in writing, duly witnessed by another member.

(b) Elections

(3) The Returning Officer shall be responsible for issuing, collecting and counting ballots. He must be fair and impartial and see that all arrangements are unquestionably democratic.

(4) **The voting shall take place at the Annual General meeting in April.** The vote shall be by secret ballot.

Get involved with your Local, even if you do not plan on running for any positions. Your opinion matters so attend the meetings and have your say.



**“You
are the
Union
and the
Union
is You”**

Hurt at work?

Get first aid or medical attention immediately, if needed, then follow these steps:

1. Tell our employer details of your injury

As soon as possible after an injury, fill out the SJASD Notice of Accident Form (EBBB-E-2) and submit to Human Resources (by e-mail or fax: 204.832.1689) or give to your immediate supervisor.

Notice of Accident Form link (for the electronic version of Newsletter):

[Microsoft Word - EBBB-E-2 Notice of Accident Form.docx \(sjasd.ca\)](#)

2. Get healthcare attention as soon as possible

Seek out and participate in appropriate professional medical treatment. Tell your healthcare provider(s) you were injured at work.

3. If you miss time from work because of this injury contact the WCB as soon as possible

You may be entitled to wage loss replacement benefits and services (including wage loss from other employment / sources of income).

Workers Compensation Board: 204.954.4321 or toll free 1.855.954.4321

You can also report your injury to the WCB online using this link (for the electronic version of Newsletter):

<https://www.wcb.mb.ca/hurt-at-work-how-to-report-an-injury>

Contact the SJASD Human Resources Department or your CUPE 744 Shop Steward if you need more information or assistance with a claim.

IF YOU ARE HURT AT WORK, THE WCB IS THERE TO HELP

PRESIDENT'S MESSAGE

Sisters, Brothers and Friends,

It is hard to believe we have been living under health orders and restrictions for close to two full years now. I remember it clearly. My band was booked into Le Garage in St. Boniface for our CD Release Party on March 13, 2020. You might recall public restrictions came into place the following day essentially closing everything down. I remember all the calls I received that day apologizing for not coming to the show because of the imminent restrictions and because of a general fear of the unknown. Any opportunity to perform is fun and, even though the place was only about a third full, the evening was no exception. Unlike most shows, however, there was an almost surreal feel about everything. When the lockdown continued beyond the announced 3 weeks, a summer's worth of bookings disappeared and all the work just to get to that show on the 13th seemed wasted - we even stopped practicing as a group just "to do our part"

There are so many stories of dreams coming to a sudden and complete stop, it is heartbreaking. But that is the reality of living in a physical world – we breath the same air, drink the same water and are all susceptible to the billions of germs and viruses sharing our physical space. This is not some conspiracy theory, it is reality and we have to figure out a way to effectively deal with these pandemics because this will not be the last one . This incessant bickering about the most basic of safeguards such as mask use does nothing but keep us standing at the start line. COVID-19 is just the latest in a string of pandemics that has spread across the planet in the past century. Since 1900, there have been four major international pandemics resulting in millions of deaths. How many people even remember them and how many scientists working today actually experienced even the most recent of these four global pandemics?

The 1918 influenza pandemic (commonly referred to as the Spanish Flu), was the most severe and deadliest pandemic of the 20th century. Interestingly, experts feel the 1918 flu strain never fully left us, but simply weakened and became less lethal as it mutated and passed through humans and other animals. The H2N2 virus, which caused the Asian Flu, first emerged in East Asia in February 1957 and quickly spread to the shores of the US by the summer of 1957 where the number of infections continued to rise, especially among the elderly, children, and pregnant women causing between one to two million deaths. The numbers would have been much worse were it not for the efforts of microbiologist and vaccinologist Maurice Hilleman, PhD, who researched and created a vaccine for the Asian Flu in four months. Public health experts estimated the number of US deaths could have reached over one million without the fast arrival of the vaccine. Of note, Hilleman also helped develop nine of the 14 children's vaccines that are now recommended. The 1968 Hong Kong flu emerged in China and persisted for several years. According to the Encyclopedia Britannica, this pandemic was initiated by the influenza A subtype H3N2 virus and is suspected to have evolved from the viral strain that caused the 1957 flu pandemic through a process called antigenic shift. Interestingly, people who had been exposed to the 1957 flu virus seemed to retain immune protection against the 1968 virus which, Britannica noted, could help explain the relative mildness of the 1968 outbreak. It is estimated that the 1968 Hong Kong Flu killed one to four million people worldwide. In the spring of 2009, the novel H1N1 influenza virus that caused the Swine Flu pandemic was first detected in California. It soon spread across the US and the world. Of note, this event demonstrated that the capacity in the public health systems for large amounts of testing was inadequate. Unfortunately it seems this was a significant lesson that was either ignored or forgotten when COVID 19 struck and has not been properly addressed with each successive wave of the most recent virus.

Today's problems are nothing new, but we are all tired and just want this to end. It seems we have now degenerated into taking our frustrations out on each other, blaming everyone else for the whole thing while excusing our own self centered actions (and I am looking at everyone here, including myself). The problem is this type of petty bickering prevents us from developing plans for the future or even remembering victories from the past. It is time to remember the most basic tenant of civilized society, that what is good for the many far outweighs what is good for the few, no matter how much money those "few" have. It is time to remember the lessons of yesterday and how absolutely privileged we are to call a place like Canada home. A place where you can drive unhindered and unencumbered for four days straight so you can get to Ottawa and protest your lack of freedoms during a pandemic.

Be well, be safe, be strong and be kind to one another. In Solidarity, *Steve*

LOCAL 744 LOCAL EXECUTIVE COMMITTEE

President	Steve Magian	stephen.magian@sjasd.ca	204.793.1297 talk/text
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Shop Stewards:	John Panotes	john.panotes@sjasd.ca	
	Vacant		
Sergeant at Arms	Ken Peters		
Trustees:	Kim Orvis, Robert Kennedy, Victor Lacaba		