

CUPE 744

St. James Assiniboia School Division Workers Union

December, 2023
Editor: Steve Magian
www.cupe744.ca

Newsletter



Inside this issue

Unpaid Overtime	2
Vubiz On Line Courses.....	3
Local Scholarship	3
Hurt at Work.....	3
When Can I Claim Mileage?	4
CUPE National Elections.....	4
One Big Union	5
President's Message.....	6
Executive list.....	6

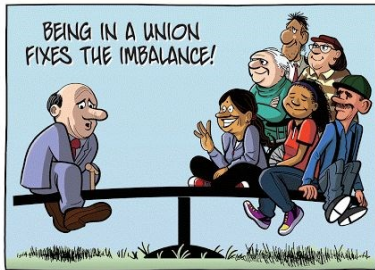
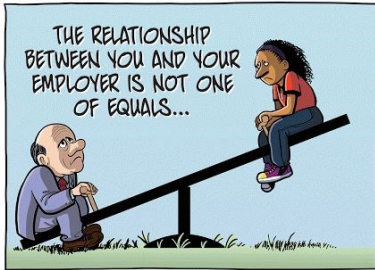
THE NEXT LOCAL GENERAL MEETING

IS ON January 20, 2024 AT
THE ANAF #283 HALL (3584
PORTAGE AVENUE).
CALL TO ORDER IS AT 10:00.
COME EARLY FOR BREAKFAST
cupe744.ca



***“Maligayang Pasko at
Manigong Bagong Taon!”***
(Merry Christmas and a Happy New Year!)

From your Local CUPE 744 family



HARASSMENT

Harassment is offensive behaviour that a reasonable person would consider unwelcome. If the target of harassment considers the behaviour offensive and unwelcome, and a reasonable person would anticipate that response, the behaviour is harassment.

The effect on the target of harassment, not the intent of the harasser, defines harassment. "I didn't mean to offend" or "it was meant as a joke" is not a legitimate defense.

Publicly ridiculing or disciplining a person by a co-worker or supervisor is a form of harassment.

All members should read, understand and utilize the Division's Respectful Workplace Policy.

WORKING EXTRA TIME FOR FREE (When Plan B becomes Plan A)

I know everyone has been working hard, making the extra effort, and frequently doing more than what is asked of them. I am extremely proud of the professionalism and dedication the members of Local 744.

We have experienced a lot of staff shortages over the last while and the usual demands keeping things open, clean and running are always present. What people tend to forget is that every action has a reaction, and, in our case, every extra duty asked or expected will have a negative effect on the remaining duties yet to be done. That is simply an unavoidable fact.

Let me expand on that. If my job is to clean classrooms, there is only so much physical space I can do properly over a set period. If I take on or am assigned extra duties such as cleaning additional space, or being sent to another school because of an absent colleague, I will not have the time to do my regular classrooms properly.

While a certain amount of give and take always needs to happen, the bottom line is that if you are paid to work a 6-hour day, your day - including equipment clean up - ends after the 6 hours. Breaks are mandated by the Collective Agreement, extra time worked should be paid and if you are not paid for a lunch break you can not be expected to work during that lunch break.

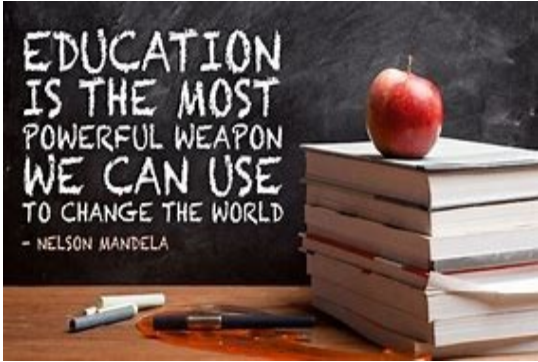
I know most people freely put in extra time when necessary and I would never discourage that level of professionalism. The problem is when those extra efforts become an expectation rather than the exception.

As a very simple example, let us say twice a week you put in an extra 15 minutes of work over your lunch break or after your normal shift ends "just to finish up". That is 30 minutes a week or 120 minutes a month of unpaid work. Over 11 months that totals 1,320 minutes or 22 hours of unpaid labour. Let's say you earned \$20 an hour, that equals \$440 at regular rate (more if your unpaid work should have been paid at the over time rate).

In addition to the financial side of unpaid overtime, it is a huge disservice to your Sisters and Brothers. Unpaid work gives the employer a false sense of what can be accomplished over a shift and it can cause an unreasonable increase in the expectations for everyone else. This is not a call for us to work to rule or anything like that, but it is a call to be very diligent and careful about working unpaid extra time.

CUPE 744 and Vubiz are pleased to provide you with access to hundreds of Online Training Courses

The courses cover subjects from WHMIS, to Time Management to Back Safety to Basic Finance to VuKidz courses and more. Several of them are authored in French.



The courses are available to you 24 hours a day, 7 days a week. You can take and retake them as often as they want.

To access the training go to the LINKS section of our website (cupe744.ca) and click on the icon marked VUBIZ. That will take you directly to the learning centre.

Most courses take between 10 minutes and an hour to complete and the program retains a record of the courses you have completed. These courses are not sponsored by the employer so they have no access to your information.

We hope that you, Local 744 members enjoy the courses and will make the most of it. The value of these courses if bought individually would cost thousands of dollars. We are proud to be able to make this opportunity available to you, our members.

LOCAL 744 \$750 BURSARY

Four \$750 Bursaries will be available this year for member's son/daughter/grandchild (if member is the legal guardian), stepchild or a child of legal guardianship.

With the recent By-Law changes those scholarships are also available to members taking courses or obtaining qualifications required for a different position within the Bargaining Unit. To be eligible an applicant must:

- *Apply in writing to the Scholarship Committee of Local 744.
- *Include a paragraph or two about your first memory, your plans for the funds, and how it all fits into your goals.
- *Provide the Committee with proof of your registration for courses at a recognized institution.
- *Verify in writing on the application how you are related to the member of Local 744
- *For eligible relations of members, you must be registered and enrolled as a full-time student (attending 60% or more) in the academic year in which you are applying for the scholarship.

Limited to one bursary per person. The deadline for applications is **May 15th, 2024** and Scholarship Committee decisions will be made by May 30. Notification of Bursary recipients will be made as soon as possible after that.

See our website (Resources) for complete information or speak to a Shop Steward.

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 it to Human Resources (by e-mail or fax: 204. 832.1689) or give it to your immediate supervisor.

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 at: <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.

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 reimbursement 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 mileage.

If you do not receive reimbursement of any claimed expense contact a Shop Steward.



On Wednesday, October 25, 2023 delegates at the **CUPE National Convention** in Quebec City attended caucuses to elect the two diversity vice-presidents and their alternates, five general vice-presidents, and 14 regional vice-presidents. Along with the two national officers, these vice-presidents comprise CUPE's National Executive Board, which takes the action needed to carry out the direction set by convention delegates. On Thursday, October 26, 2023 delegates chose two national trustees who will examine the books and records of the National Secretary-Treasurer. **Local 744's own Bob Guenther was one of those chosen delegates.**

National Officers

Mark Hancock, National President
Candace Rennick, National Secretary-Treasurer

General Vice-Presidents

Sherry Hillier, East	Patrick Gloutney, Quebec
Fred Hahn, Ontario	Judy Henley, Prairies
Karen Ranalletta, West	Regional Vice-Presidents
Ernest Green, Newfoundland and Labrador	Nan McFadgen, Nova Scotia
Ashley Clark, Prince Edward Island	Stephen Drost, New Brunswick
Frédéric Brisson, Quebec	Richard Delisle, Quebec
Michael Hurley, Ontario	Yolanda McClean, Ontario
Bryan Keith, Northern Ontario	Gina McKay, Manitoba
Kent Peterson, Saskatchewan	Rory Gill, Alberta, NWT and Nunavut
Barb Nederpel, B.C. and the Yukon	Trevor Davies, B.C. and the Yukon

Diversity Vice-Presidents

Aubrey Gonsalves, Black and Racialized Workers
Debra Merrier, Indigenous Workers
J.R. Simpson, Black and Racialized Workers (Alternate)
Mike Kubrakovich, Indigenous Workers (Alternate)

National Trustees

David Tremblay
Bob Guenther

CONGRATULATIONS BOB



One Voice, One Big Union

What is a union? - A union is a group of employees who have organized the ability to bargain with management for better working conditions. Unions can have thousands of members or just a few, **though larger unions usually hold more bargaining power.** Agreed-upon terms between union representatives and employers apply to all union members. Unions are democratic organizations where every member has a voice, and they hold elections for leadership and representative positions who are responsible for negotiating with employer.

Union dues - Union members pay dues to the organization, which enables them to run successfully. Unions rely solely on funds from their members. This reliance helps to guarantee that the members have the union's complete loyalty. They often take these dues directly from members' paychecks. Union dues go towards the operation of the union, the payment of staff working on behalf of the union, legal representation and a union strike fund.

Collective Bargaining – Through collective bargaining, also known as contract negotiations, groups of employees can advocate for themselves and collaborate with their employer to define the terms of their employment. Members establish the Local's bargaining priorities and members make up the Local's Bargaining Committee.

A Collective Bargaining Agreement – Is the formal, legal agreement between the Local and the Division outlining workplace roles and responsibilities, as well as a formal grievance procedure, as negotiated during Collective Bargaining.

Representation at Disciplinary Hearings - If a union member goes through a disciplinary action with their employer, they can have a union representative present at all steps in the hearing process. The union representative is there to determine if the action taken is fair and negotiate with the employer for a resolution. This representation aims to protect the union member from arbitrary or inappropriate disciplinary action.

Improved Working Conditions - Union members are often responsible for finding areas needing improvement to safety conditions in their work environment. For example, if employees working with in concerning circumstances feel that they're insufficiently protected, they should approach their union and share their concerns. The union may then petition management to make necessary changes. Historically, unions were responsible for creating eight-hour workdays with weekends off. And have been instrumental in WCB legislation, WH&S legislation, child labour laws and Labour Relations legislation.

Facilitate strikes - Strikes occur when employers are unwilling to negotiate with union members. If this happens, members stop working or offering their services to their employer until they're willing to negotiate. Strikes can occur because of disagreements over wages, pensions, health care benefits, and safety conditions. Union members must vote using a secret ballot to determine whether they strike. Strikes often end when an employer agrees to the union member's conditions or when they agree to negotiate new mutually beneficial terms.

Imagine the influence of us all speaking with one voice.

A union is the sum of its members and its strength comes from the solidarity of those members. The Union is you and you are the Union.

PRESIDENT'S MESSAGE

Hi Folks,

An interesting line I once heard referred to union activists as the STP, or the Same Ten People!!! In many ways this is true of most union Locals although in some cases the T could stand for Two or Three people. In many cases the folks that make up the Local Executive Committee are often the same folks as those on the Bargaining, or other committees. It is easy to see how this can be problematic because those same people can only do so much.

If working here is important to you then the “fitness” of our Local should be equally as important to you. The Local is our best way to improve our work-life balance but for any union to be successful members other than the Same Ten People must step up and volunteer. Local 744 is no different. We need more members taking an active role in our Local. Everyone on the Executive, or on our Bargaining Committee, volunteer their services. Any honorariums paid out do not reflect the actual work done by these folks as a group.

More hands lighten the load, and you don't need to be on

the Executive Committee to be involved. The Local needs a Social Committee. Two people each committing a few hours a month could plan social events promoting solidarity for our membership. A bowling night or a pool tournament along with the return of our Winter Thaw Dinner would be a great start to re-building Local Solidarity.

Also, the Local need a future. Time marches on for us all so there has to be succession planning. Come out to meetings, it is a great start.

On behalf of the Local Executive Committee, I wish everyone a peaceful, happy Holiday Season filled with family and friends. May 2024 bring you joy and prosperity.

In Solidarity,
Steve Magian



Local Executive Committee (LEC) 2023

President	Steve Magian	stephen.magian@sjasd.ca	204.793.1297	(talk or text)
Vice-President	Bob Guenther	bob.guenther@sjasd.ca		
Secretary-Treasurer	John Marsh	john.marsh@sjasd.ca		
Recording Secretary	Kim Orvis	kim.orvis@sjasd.ca		
Shop Stewards:	Sharon Guzzardi	sharon.guzzardi@sjasd.ca		
	John Panotes	john.panotes@sjasd.ca		
	Curtis Kluge	Curtis.kluge@sjasd.ca		
Sergeant at Arms	Thomas Moore	tom.moore@sjasd.ca		
Trustees:	Robert Kennedy			
	Victor Lacaba			
	Karen Bunyan			