



Our last 2 week spring break ?

By Brad Hall

Two Week Spring Break - The Greater Victoria Teachers Association (GVTA) are using the two week spring break agreement to leverage money out of the Board. I'm unclear what the project is but if the Board doesn't agree to funding the GVTA won't sign the Spring Break Agreement for next year. If this occurs we will resume a one week spring break beginning the 2013-2014 school year.

Learning Improvement Fund - Many EA's returned in New Year with an extra half hour per week of work time coming from the Learning Improvement Fund we bargained in our last contract.

Those who are receiving the uplift will bill it daily by adding 0.1 (6 minutes) to their work day. This time is intended to reflect the study CUPE did with regard to the unpaid work most EAs put in on a daily basis, particularly since the bell to bell staffing philosophy adopted by many Principals.

You can choose to group the six minutes into one day per week and spend a half hour before or after school hours doing prep work, meeting with coworkers to discuss pertinent issues (not staff meetings) or even saving the time to attend the occasional IEP.

Nobody can force you to group the time...if you choose to use it @ 6 minutes per day that is your choice.

You cannot refuse the extra time.

If anyone has questions about how the LIF can be used or who gets the time please contact a Steward. Contact information is on the last page of this newsletter.

Thank You from Anawim

December 13, 2012

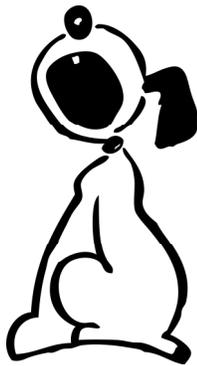
Dear CUPE Local 947,

May the Peace and Joy of Christmas remain within you in the coming year.

We thank you for your generous donation to Anawim house. Your donation will assist us in our mission to feed, clothe and provide loving support and encouragement to those who seek a way out of their addictions, poverty and despair. It is only through the generosity of individuals such as yourself that we are able to provide these services year after year.

Your support of our cause is greatly appreciated. We wish you a year filled with love, peace and good health.

Sincerely,
Denise Mullis
Board of Directors



Tuesday February 5

Membership Meeting

Reynolds School

Room 212

7pm

Some of the agenda items will be:

- Bargaining Update
- Learning Improvement Fund discussion/follow up
- Discussion around Volunteers in our schools
- Job Evaluation update
- Looking toward next year's District Budget
- New Collective Agreement
- Cake Draw
- 947 Membership Meeting Lottery is up to \$300

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**Pat Kellar Bursary recipient
Alexandra Irving (right) receiving
the award from Jennifer
Whitehouse, Bursary Committee**



**Karen Boettger Bursary winner
Andrea Park (left) receiving her
award from Bursary Committee
Member Jackie Dogue**



January 15, 2013

Tentative deal reached for Community Health members

VANCOUVER—The multi-union Community Bargaining Association (CBA) has reached a tentative collective agreement with the Health Employers' Association of BC (HEABC).

The two-year proposed agreement covers over 14,000 workers in community health, and comes after one year of difficult negotiations. The agreement achieves our members' key priorities including an across the board wage increase while protecting health and welfare benefits.

Highlights include:

- 3% wage increase for all employees (2% upon ratification and 1% April 1st)
- Improved grievance arbitration language
- Respectful workplace provisions
- Improved selection criteria provisions
- Elimination of a double probationary period for casuals
- Protection for casuals in the event of retendering

Last week, mediator Debbie Cameron was able to narrow the differences and bring the parties closer together.

"It has been a difficult year of bargaining, but we are happy to announce that we have reached a tentative agreement," says CUPE bargaining committee representative Pat Taylor. "This agreement follows the pattern set in the recently ratified agreement in Facilities and is consistent with other agreements reached in the health sector.

The CUPE bargaining committee joins with the other members of the CBA in support of the tentative agreement. The bargaining committee is recommending that members vote in favour of the proposed settlement.

Workers in community health were without a contract since March 31, 2012 and are among the lowest paid in the public sector. They are the frontline caregivers in BC's healthcare system, providing compassionate, quality care and support to people in their homes and other facilities.

CUPE represents approximately 500 members in the CBA, the majority of who are represented by the BCGEU. Other Unions in the CBA include UFCW, HEU, HSA, and USWA.

US Style 'Labour Reform' May Jump Border

By Neil Monckton, HEU

In the past year, Premier [Christy Clark](#) and three party leaders from other provinces have speculated about importing some unfriendly labour laws from the U.S.

In those American states where the most anti-union legislation exists, the outcome for all workers is lower salaries, reduced pensions and fewer health care benefits.

In mid-June, [Christy Clark](#) speculated about problems with the gap between public- and private-sector employees' compensation, and promised to discuss the issue at the BC Liberals fall convention.

But rather than suggest ways to raise wages and/or benefits in the private sector, the BC Liberals are thinking about ways to slow down and even reverse the growth of public sector compensation.

According to Province columnist Michael Smyth, [Christy's Liberals](#) are considering a compensation-equity law that would index future public-sector wage hikes to private-sector wage rates.

Just like Wisconsin and Ohio, this [BC Liberal Plan](#) could significantly undermine collective bargaining by legislating wage controls for public employees.

If restricting collective bargaining was not bad enough, there is another tool making a comeback in the U.S. that threatens the collective power of unions.

Last February, Indiana adopted legislation allowing unionized workers to opt out of paying union dues. More popularly described by anti-union advocates as "right-to-work" laws, these reforms, as American civil rights leader Martin Luther King Jr. once noted, "rob us of our civil rights and job rights."

Right-to-work laws legally entrench the problem of what legal scholars call "free riders" – those workers who receive the benefit of collective bargaining through better wages and working conditions, but do not have to pay for them.

For unions in the 23 American states that have right-to-work laws on the books, labour's strength has been considerably weakened. Moreover, wages and benefits for all workers are lower in right-to-work states.

A 2011 Economic Policy Institute study found that wages in these states are 3.2 per cent lower – about \$1,500 less income annually for a full-time worker. Plus, the rate of employer sponsored pensions is 4.8 per cent lower and employer-sponsored health insurance is 2.6 per cent down.

At the same time the right-to-work momentum is growing here, where Ontario's Progressive Conservatives (PC), Alberta's Wild Rose Party and the Saskatchewan Party have proposed similar policies.

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Notes to Members

1. **Membership Meeting:**

February 5
Reynolds School
Room 212
7pm

2. **Volunteers**—there is an odd misconception floating around that teachers can have volunteers help in their classroom. Not True. Volunteers can do things contained in the volunteer guidelines ... those guidelines apply to anyone in our schools who is unpaid. For a copy of those guidelines please contact a steward/member-at-large.
3. **EA Mentoring**—If you are approached by a Principal to take on a mentor/practicum student from Camosun College: it is **voluntary**, no member can be required to take on a practicum student.



CUPE BC IN SOLIDARITY WITH IDLE NO MORE

CUPE BC is honoured to add our voice to the growing chorus of support for the grassroots Idle No More movement. Canadian Union of Public Employees members in BC stand in solidarity with First Nations and aboriginal peoples across Canada in their long fought struggle for justice.

CUPE BC calls on Prime Minister Stephen Harper to do the right thing and truly engage in an open and honest dialogue with the first peoples of Canada. We urge Prime Minister Harper to remember the history of colonial oppression that Parliament has rightly apologized for, and to commit to work with First Nations in a respectful process that moves everyone forward.

While Idle No More is a vast, diverse movement that is growing across Canada and around the world, it has a simple demand of our federal government – to sit down and talk and listen.

In the labour movement, we are very familiar with this process. Workers campaigning for decent and safe working conditions have called on their employers to join with them at the bargaining table to work out agreements that ensure the best possible conditions for all. When the employers ignore reasonable demands, workers take to the streets.

Prime Minister Harper's omnibus Bill-C45, is an action of bad faith. Without the necessary negotiation or consultation, this

sweeping legislation fundamentally changes the relationship between First Nations and the government of Canada. Amendments to the Indian Act open the door to the privatization of massive tracts of unceded territory. Under the same bill, lakes and rivers are stripped of their protection from destruction. Harper must have thought Canadians would sit idly by.

No more.

As a union, CUPE holds true to the founding principles of our movement – what we wish for ourselves we wish for all. “An injury to one is an injury to all.”

Many First Nations communities subsist in grossly substandard housing without drinkable water, while aboriginal people disproportionately fall victim to violence, homelessness and extreme poverty. As the outrage over this tragic situation grows, so too will workers' solidarity with this movement.

CUPE urges all members to rise in support of Idle No More and call on Prime Minister Harper to respect a fair and honest process. Please visit www.idlenomore.ca to find out how you can get involved.

