

# NEWS & VIEWS



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## A WORD FROM THE PRESIDENT

## FROM THE BUSINESS MANAGER

Well it's just over halfway through June and I think we can safely say that summer has arrived!



The last two months have been busy ones, around the Association office and around all of our workplaces too. The more members I speak with around the District, the more I hear the same issues, increasing workload and what seems like less time and fewer people to get the work done. This is a troubling trend that seems to be more and more commonplace in today's working world.

We've had some changes on the Executive Board as long-time board member Lesley Childs has decided to step down. Lesley served with the Association for twelve years and most recently in the role of Secretary. On behalf of the Executive and the Association I'd like to extend our thanks and appreciation to Lesley for all of her time and effort. With Lesley stepping down from the Executive Board, we are currently looking for someone to fill the Secretary position. The Secretary records the meeting minutes and also represents their unit on the Board. There are ten Executive Board meetings per year as well as five General Membership meetings and there is a monthly stipend attached to the role. Please contact the Association office for more details and hopefully we can swear in a new board member at our September 5th General Membership meeting!

Our Business Manager, Bruce Scott, has just spent over a week in Provincial Bargaining sessions for the School Board and we're really hoping that with the NDP government in power there's a chance of some meaningful increases this time around. The past 17 years of Liberal rule were not overly helpful in the paycheque department, to put it mildly. Bruce has also been working hard to sort out the protocol for Labour Management meetings with the

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Hello to you all. Well if you are planning a local getaway this July/August we may see some strong campfire bans so get your camping in early or be prepared. Propane fire pits are not quite the same as open fires but they still offer some camping ambience and will cook a marshmallow and hot dogs. I hope you all get a chance to enjoy some outdoor activities this summer with family and friends.



### Provincial Bargaining Update

Conner has already informed you that I have been at the Provincial Bargaining table over the past week. The Support Staff Provincial Bargaining Committee is comprised of 18 CUPE Presidents representing various geographical regions of the province and 2 non-CUPE Support Staff Unions, the WVMEA and IUOE (International Union of Operating Engineers).

CUPE had made the decision to go in one year early, ahead of the teachers bargaining and while BC still had a minority NDP government. After five days a tentative agreement was reached. The tentative agreement provides all Support Staff a 2% wage increase per year over a three-year term (6% total). The bargaining committee was not able to break the government mandate (ceiling) of 2% increases per year. There is one more step before deciding if the tentative agreement will go to membership for a ratification vote, when that occurs we will provide an update to our members and/or the complete Memorandum of Agreement for your review and timelines for the WVMEA to conduct a vote.

### School's 6-month leave

Be advised that if this leave is approved for the purpose of a trial in a new position, the employer's recent practice has been to get the employee's decision half-way into

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**FROM THE PRESIDENT** *continued from Page 1*

School District so that our shop stewards can participate properly and have their voices heard. This has been an ongoing issue and hopefully we can find closure sooner rather than later.

Phil Bargaen, our Business Agent, has also had his hands full dealing with the plethora of municipal issues that seem to never stop arising. There have been a lot of changes in some of your work places and it's affected morale in many different areas. It seems that employee-employer relationships are not what they once were and that's something we hope to help change.

The Executive Board has one more meeting this month and is then on hiatus for the month of July, we are back at it in August. We have a few things we want to accomplish in the near future and reviewing and revising our Constitution and Bylaws are a couple of examples. I look forward to working with our new Executive Board members on this as it's always nice to have some fresh minds and ideas on the job.

I hope you all have a great summer and can take some time off to get away or to just take some time for yourselves. Remember to wear your sunscreen and keep well hydrated! Take care,

*Connor Payne, President*

**GENERAL MEMBERSHIP MEETING – JUNE 5, 2018**

The door prize winners at our June 5<sup>th</sup> meeting were Gail Fourie (School) and Lesley Childs (Library).

Congratulations to both of them!



**CONGRATULATIONS** to Mai Azur of the Police Department who was recognized for 15 years of service on June 13, 2018. Well done!

**FROM THE BUSINESS MANAGER** *continued from Page 1*

the leave. This may be a consideration for you if you don't believe 12 weeks is enough time to evaluate a position and make a career move.

**School District Opening Day**

If Opening Day conflicts with your return from summer vacation, please remember there is no requirement to attend - it is voluntary and unpaid.

**Library**

Your Union President has already mentioned the vacancy on the WVMEA Executive. While the Constitution requires that there is an officer for each bargaining unit on the Board, the position of Secretary is critical and will be filled by any means. We are hopeful a Library member will see this as an opportunity to be involved in their Union but also be the voice of the WVML. For more details on the role and responsibilities of this position I would be happy to discuss it with you.

*Bruce Scott, Business Manager*

**SCHOOL DISTRICT RETIREMENT RECEPTION**

This year's School Board Retirement Reception was held on Thursday, June 7, 2018 at Hollyburn Country Club. The following WVMEA members were recognized for their years of service to the School District:

Mary Alvaro  
Samuel Bay  
Lise Birch  
Debra Brodie  
Deb Donnelly  
George Gallardo  
Louise Hansell  
Darlene Harrison  
Kathy LeBlond  
Erroll Ng  
Gillian Thompson  
Cheryl Thomson  
Linda Vaartnou



We wish them well in their retirement!

**FROM THE BUSINESS AGENT**

appy Summer to all our WVMEA Members.



I know it feels like you have been hearing this for ages, but hard copies of the new Collective Agreements for the Municipality, Library and Police Civilian members are very close to being printed. As soon as we have them we will start getting them distributed to the members at their worksites. For now please refer to our website for the changes from the most recent round of Collective Bargaining in 2017.

In multiple conversations with the Municipality, it has become clear that there is a real push to support training opportunities for their employees. The District currently offers a myriad of courses through its Corporate Training program. Please check out WestNet for current offerings and availability and remember to ensure that you have the approval of your supervisor to attend before you register. These courses are held on company time and can be taken without loss of pay. In addition, there are many training opportunities outside the District that can potentially be attended. If you know of such opportunities, please follow up with your immediate supervisor to discuss you attending.

There is an area of growing concern for us here at the WVMEA and that revolves around our members' use of employer cell phones, as well as email. It is critical that you are very careful with what you are sending both in the form of text messages and in emails. Since these phones and email accounts are the property of the Employer, then they do have the right to look at your email and cell phone usage. There have been instances where members have been reprimanded for their usage of these outlets. Our advice is that you keep your own cell phone and use your own personal email address when sending material of a personal nature.

Related to this topic is the use of social media platforms by our members. Please be very careful about what you post regarding not only your Employer, but also any of your work colleagues. You can be the subject of discipline if there are posts of a critical or inappropriate nature towards your Employer and/or colleagues and associates. Please air on the side of caution when it comes to posting anything work related, or better yet, just don't!

A final topic of concern is the growing number of our members that are finding themselves in trouble with DUIs. Aside from the moral and safety reasons for not drinking and driving, a lot of our members are required to hold a valid driver's license and drive as a condition of employment. The Employer groups have been reasonable in accommodating our members into other areas for the duration of a driving prohibition, but there is no guarantee that this will continue. So please think twice before getting

behind the wheel after drinking and instead get a cab or use a driver service.

Until next time – have a great summer and be safe out there.

Phil Barga, Business Agent

**MEMBER DISCOUNTS AVAILABLE ...**

There have been a number of enquiries recently about discounts which are available to WVMEA members. As a privilege of membership, just show your laminated membership card when at these participating merchants for special discounts (for complete details, please visit our website at WVMEA.com):

- AUSTRALIAN BOOT COMPANY;
- DAYTON BOOTS FACTORY STORE;
- LIONS GATE FABRICARE CLEANERS;
- LORDCO AUTO PARTS;
- NEX GEN HEARING;
- ONO TRADING;
- SHERWIN-WILLIAMS.

**2018 SCHOLARSHIPS AVAILABLE**

Just a final reminder that once again the WVMEA is offering three scholarships of \$2,000 for each scholarship:

1. The WVMEA Academic Scholarship;
2. The Roy Hunter Memorial Scholarship for the Visual Arts; and
3. The WVMEA Trades Scholarship.

Please go to our website ([www.wvmea.com](http://www.wvmea.com)) to learn more, or call Sandra at the WVMEA office to obtain an application package. **Deadline for applications is August 9, 2018.**

**WEBSITE - [WWW.WVMEA.COM](http://WWW.WVMEA.COM)**

Check out current bulletins, newsletters, and hot links on the Association's website for all the current information.

**EXECUTIVE BOARD 2018/2020**

Our current Executive Board is as follows:

President	Connor Payne (School)
First Vice-President	Jon Graham (Municipality)
Second Vice-President	Peter Marton (Municipality)
Secretary	<b>Vacant</b>
Treasurer	Laurie Hollick-Kenyon (Municipality)
Warden	Desiree Kezama (Police)

A notice has been sent out to all members inviting nominations for the position of Secretary on the Executive Board. Since representation of all bargaining units is required on the Board, then we must find a Library member either to be in the role of Secretary or to be a Member-at-Large.

**SHOP STEWARDS**

Our current list of shop stewards is as follows:

Library	Kevin Brash
Municipal – C. Centre	John Lait
Municipal – Hall/Transit	Laurie Hollick-Kenyon
Municipal – Hall	Paul Reece
Municipal – Public Works & Parks	Luke Moore
Police – Clerical	Nikki Jones
School – Clerical	Colleen Denman Heather Houston Elisabeth Thoma
School– Custodians/Facilities	Andrew Pickard
School – Ed. Assistants	Jenn McCulloch
School – Teacher Assistants	Joseph Tan

We thank Colleen Denman, Heather Houston and Elisabeth Thoma for stepping up to fill the role of Shop Steward for our School Board Clerical members. They will cover this position between them with one of them attending meetings when necessary.

**REMINDER: COSTCO MEMBERSHIP**

Members are reminded that the Association has a “business membership” to Costco which may be borrowed from the Association (for *cash*-only purchases — no cheques, and photo i.d. may be required.) If you are interested in borrowing this card, please give Sandra a call (604-925-7447) to make arrangements.

**WELCOME TO NEW AND RETURNING MEMBERS**

We'd like to welcome the following people to our Association:

Vladimir Babic, Monique Babich, Cal Babych, Hannah Barr, Cassandra Brondgeest, Michael Brough, Sean Brown, James Ruiz Camarillo, Rebecca Chuma, Mario De Los Santos Jr., Simon Friesen, Gissel Devine, Allison Gibault, Anna Gibson, Emily Hauner, Kassandra Heilbron, Sadie Henschel, Jay Korporal, Allison Kvern, Jenny Lee, Serena Lu, Gabriella MacGregor, Deanna McDonald, Will McFarland, Jordan McKenzie, Ria Meston, Jordan Moens, Marius Mykolaitis, Amber Olak, Ingrid Petro, Lucas Prentice, Liam Ritchey, Natasha Rivard-Morton, Adam Romanick, Garrett Shakespeare, Anahita Sourate, Bakai Toichubekov, Konstantin Vassev, Wyatt Vickerstaff, Lixiang Wang, Andrew Welch, Stephen Wrigglesworth

**BABY CONGRATULATIONS TO ...**

This information has been deleted due to electronic privacy issues. Our hard copies contain this information and are available throughout our work sites.

**GENERAL MEMBERSHIP MEETINGS 2018/2019**

Our remaining meetings for this year will take place on the following dates:

**Wednesday, September 5, 2018 (Meeting #3)** at 5.15 p.m. in the Welsh Hall at West Vancouver Memorial Library

**Thursday, November 8, 2018 (Meeting #4)** at 1.00 p.m. in the Music Hall at West Vancouver Community Centre

**Monday, February 4, 2019 (Meeting #5)** at 5.15 p.m. in the Welsh Hall at West Vancouver Memorial Library

Notices for these meetings will be posted at worksites approximately three weeks before the meeting date and information will also be available on our website.