



November 2010

Fall Edition

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604-230-3757

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2nd Vice President:

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Denise Parks
604-341-3890

Chairperson White Rock :

Mike Guraliuk
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Chairperson Cloverdale

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778-237-0014

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Margaret Krenus
Savannah Mah
Heide Lester

City Limits Cupe 402, 402-01, 402-02, 402-03

Thank you for re-electing me for another 2 year term. Your support was appreciated and I will continue to represent all members to the best of my ability.

Here we are nearing the final months of 2010. With the end of 2010 comes the beginning of the bargaining process for our local for the next Collective Agreement. We have already met with the 23 CUPE Locals of the Greater Metro area to start discussing strategies. Some locals who settled after we did have received substantial wage increases so this is good news for us going into bargaining. Our sub local, Cloverdale Fairgrounds workers, signed off their agreement and received 4% for 2010, 3% for 2011, and 3% for 2012.

In January the executive will be sitting down again with the Greater Metro locals and will start to develop the surveys that we will be sending out to our members. In January we will be voting on the one position that is open to a member at large to sit on the bargaining committee. Once selected, the committee will then start to meet regularly with our Rep. Gary Yee and start the bargaining process for our local. First questionnaires are

developed, (probably February/March) sent out, (probably April/May) then compiled, (June/July) and turned into a draft proposal document. The document is then presented to the membership at a special meeting, (probably August) to be voted on. Recommendations for deletions or additions are discussed and voted on at that meeting.

From there the City is put on notice that we are ready to commence bargaining. Formal notice can not be served until September 2011. I know this seems like a long time away but that is what the usual time frame is to send out surveys, collect, compile and put into language to present first to the membership and then to the Employer. During this time and while we are bargaining, our local sits in with the Greater Vancouver locals to ensure we all settle for a fair and equitable agreement. If you have any suggestions, please fill in the questionnaire and turn it into the Union office. This round of bargaining, the local will be sending out periodic information bulletins to keep members apprised of how bargaining is going.

Sine our last round of bargaining we have achieved

some benefits that will be encompassed into the Collective agreement. One is the increase in the amount the employer pays for medical from 75 % to 80 %. There are various new LOUs for flex hours that will also need to be bargained into the Collective agreement.

The Union is still meeting about the Criminal Record Check positions and still is adamant that the Attendance Management program does not help employees to get well but rather intimidates them when they are not well. This has been an ongoing struggle for all members and the Union has been very aggressive when discussing with the Employer of the negative effects this is having on our members.

Thanks again for your support and for the support of all the newly elected and re-elected members of the executive.

**Your President
Laurie Larsen**



WOMEN'S COMMITTEE

The Women's Committee is planning a major food drive for the Surrey Food Bank in November 2010 and we need your generous support. The Surrey Food Bank provides over \$30,000 of food to their clients each day to hundreds of families of which 41% are children under 12 years of age. With the help of our members we can make a difference to these families that are in need.

The 10 Most Needed Items:

1. Baby Formula/milk, jarred food, cereal
 2. Canned Fish/meat (eg tuna, ham, turkey)
 3. Peanut Butter
 4. Rice
 5. Mac and Cheese
 6. Pastas (wholegrain preferred)
 7. Healthy Cereal (hot or cold)
 8. Canned Fruit
 9. Meals in a tin (stew, pork n beans)
 10. Pasta Sauce
- Boxes will be located in all of our facilities in early November.

Sub Local Reports

CUPE 402-01

There are a lot of changes in White Rock these days, both in personnel and construction.

At Centennial Park the Centre for Active Living renovation project is scheduled for completion the third week in November 2010 with programming to start in January 2011. The Kent Street Senior Activity Centre will finally get an elevator added to the facility along with some HVAC upgrades.

Changes along the beach include a major renovation project for the White Rock Museum and Archives with tendering in mid October and completion in mid March 2011. The waterfront public washroom renovations will start at the end of October 2010.

Due to restructuring in our regional office, Gary Yee will no longer be the representative for local 402-01. Gary served as our regional representative for several years and endured many long hours at the bargaining table with us.

His knowledge and persistence was beneficial to our local in many ways. Gary's servicing assignment has been transferred to Sung Wong, whom we look forward to working with.

Big thanks to Sandy Michayluk who filled in for Huguette while she was off recovering

Mike Guraliuk

CUPE 402-02

Within the next few years, many Shop Stewards will be retiring and we need more members to fill the void they will leave.

Currently the primary role of a Shop Steward is assisting in communication. They can relay information between the Executive and the Members.

Being a Shop Steward is a rewarding experience. If you are interested in being a "co-steward for your branch or department, please contact Jan Parker in Libraries

CUPE 402-03

Well this month, Gord Yates is retiring from the fairgrounds after 31 years and will be missed. Gord has sure seen a lot of changes in his time and we wish him all the best on his new future. The fairgrounds seem to have a shortage in bosses, we have none but we are doing just fine. The new recreation centre they are building is sure starting to take shape, it will bring more CUPE jobs in the local

Jim Tellevik

2010 Retirees

- Glenn Zwick
- Mary Wiebe
- Judy Wooldridge
- Anne Price
- Camille Cloutier
- Brian Strelic
- Gordon Yates
- Angel Brebber
- Len Kennedy
- Hiltrud Firnung

Education Scholarship:

- Catherine McMillan
- Neal Tsavo
- Alex Eburne
- Shannina Fallah

Did You know?

“I don’t care” are three little words that is a threat to our Unions today. It could be because you don’t agree with the views of your Executive or some of its members, or maybe it’s because notices are not put up in a particular area that is not easily accessible to some of the members so you just don’t bother.

It might be because you are a single Mom or Dad who does not have time to be involved, or a Part-time or Casual Employee who feels that because they are not “Full-time” they have no say.

Some of our new or young workers to the City or the workforce may not have knowledge of Unions or just feel that their voice does not count.

Union apathy is prevalent among us and we

must build and maintain a strong relationship amongst the membership. We all have a legitimate voice in our Union and it should be heard.

“Is it ignorance or apathy? Hey, I don’t know and I don’t care.” – Jimmy Buffett

By Mike Guraliuk

The Definition of the Privacy Act, also know As Personal Information Protection Act:

There are Myths or allegations that Unions keep vital information, inadvertently leave out Pertinent information or don’t protect its members.

Such Information from discipline, duration of suspensions, terminations, Duty to Accommodate, Grievances, Medical leave and so forth.

This information gathered is not for the scrutiny of members of Investigations of case pending,

but mostly because of the Personal Information Protection Act (P.I.P.A), that is why only a case # is used for grievances And W.C.B. Reports are not included in general correspondence.

The purpose of this ACT is to govern the collection, use and disclosure of “Personal Information”. To protect their Personal Information and the need of organizations to collect, use or disclose personal information for the purpose that A “reasonable person” would consider appropriate in the circumstances.

The definition is very broad, but generally speaking, personal information that you have about an employee must be collected, stored, used, and consented to in accordance with the ACT

By Michael Annesley



Upcoming Events

Harrison Winter School will be held from January 16, 2011 to February 18, 2011 for a total of five weeks. Click on the list more about the various courses being offered for each of the five weeks.

Call Union Office for more information

Children’s Christmas Party will be held at the Cloverdale Agri-Plex “Big Red Barn” on December 11, 2010 starting at 11:30 to 3:30.

Form on the opposite side

2009 General Membership Meetings for Local 402

5:15 pm

November 10, 2010

December 8, 2010

January 12, 2011

All meetings will be held in CUPE 402’s office

Upcoming Courses

Introduction to Stewarding

November 5—6, 2010 in Vancouver

Note Taking Course

November 18—19, 2010 at CUPE Local 15 in Vancouver

Contact the Union office for more information at 604-543-3822

Forum Reminder

Just a reminder that Federation of Retired Union Member is open to retired members and active members over 50 years of age. As a member you automatically get a \$2500.00 Group Accident Policy, and can get competitive rates on Homeowner/Tenant Insurance, our of Province/Country Travel Medical Insurance, Tax Preparation and Personal Financial Planning. We also do submissions to government and other authorities, on behalf of the retired, people.
Gord Savard

CUPE 402 18TH ANNUAL

EMPLOYEES CHILDREN'S CHRISTMAS CARNIVAL

The CUPE 402 Social Committee is sponsoring a Children's Christmas Carnival. The Carnival will be open to all **members' children only** aged 12 and under.

Place: ***Cloverdale Agri-Plex "Big Red Barn"***
Cloverdale Fairgrounds
6050 – 176 Street Surrey, BC

Date: **December 11, 2010**

Time: **11:30 a.m. – 3:30 p.m.**

Cost: A minimum of one (1) non-perishable food item per person for the Surrey Food Bank

If you are interested in attending with your children or grandchildren, please complete this form, which is also available on our Web at www.cupe402.com and CUPE bulletin boards and return it to the union office by fax **604-543-3842**, inter office envelope or email @ hhjacques@cupe402.com

This year Santa will be available right at 11:30 and there will be a separate line for parents to pick up gifts without having to visit Santa.

Please return before December 1, 2010

Member's Name: _____ **Department:** _____

Work Location: _____ **Tickets will be interofficed to you**

Number of Adults attending (no more than 3): _____

<i>Employees Child's Name</i>	<i>Age</i>	<i>Boy or Girl</i>
_____	_____	B or G
_____	_____	B or G
_____	_____	B or G

Limited space available! Register as soon as possible
The Member is allowed to bring three adults, any additional adults will be a charged \$20.00.
All extra children not related will also be charged \$20.00

2010 RETIREMENT DANCE

Every two years CUPE 402 hosts a dinner and dance for our retirees from the Local, giving them a chance to get together and reminisce. This year was a great success with approximately 160 guests attending on September 17, 2010 at the Sunrise Banquet Hall in Cloverdale.

Guests arrived looking for old friends and familiar faces and are met with handshakes, hugs and smiles. In addition to dinner, conversation and dancing we give out prizes for the longest serving employee, the most recent retired employee and the person who has been retired for the longest time. This year we also introduced a trivia game with topics ranging from Surrey's history to pop-culture. As soon as it was announced that there would be prizes for the table with the most correct answers, we could see the competitive juices flowing and Blackberries coming out to Google for the answers. (When did retirees start carrying Blackberries and Googling???)

It was great to see how much everyone enjoyed themselves, reuniting with friends and talking about the good old days of working at Surrey (even if some days weren't so good!). Overall, another successful evening with retirees leaving thru the doors the same ways they walked in.....smiling.

Rick Tanaka

Year of the Steward

Stewards are the Union movement's front line.

The steward is often the only union "official" that members ever talk to. Inactive members support for the union often depends on how "their" steward handled a problem that they have faced. How stewards do their job has a big effect on the Union's ability to effectively bargain, lobby or to have much say about what happens at work.

Stewards play a vital role in helping members deal with workplace problems and in bringing the concerns and priorities of the members they represent to the attention of the Union's leadership.

Anyone with an interest in fairness and the people they work with can be an effective steward. Being in a role of a shop steward doesn't always mean you have to deal with grievances, meet with managers and resolve conflicts. An effective shop steward may be just as effective passing on information, taking information down and passing them onto the executive members.

If you are interested in becoming or seeing what Shop Stewarding is all about, please contact Laurie Larsen, President at 604-230-3757 or Robin MacNair, Chief Shop Steward at 604-992-0381.

At this moment you can contact all Executive Members and they can advise you.

If you need assistance and you're unable to contact a shop steward please call CUPE 402 office at 604-543-3822 and someone will direct you. Watch your local's correspondence board for

Future newsletters on the Roles of a Shop Steward.

Jason Robinson

What is Stress?

Workplace stress is a serious health and safety hazard that can have devastating effects. Stress occurs when there is a poor match between workplace demands and a worker's degree of control. We feel stress as a result of demands that are placed upon mind and body. Like violence and overwork, stress is a significant health and safety hazard directly related to how work is organized.

There are two forms of stress. Normal stress is characterized by:

- Stress comes (facing an immediate threat/demand).
- Stress goes (dealing with the stress).
- Stress is over (the body relaxes, no longer feeling stressed).

An example of normal stress is short-term anxiety because you have lost something important. Toxic stress is different, characterized by:

- Stress comes (facing a demand or threat that does not stop).
- Stress stays with you (you have no way of dealing with the stress).
- Stress builds up (you can never relax and the stress is not eliminated).

Workers can experience toxic stress when they are exposed to staff shortages, harassment, bullying, noise and other hazards. This form of stress often leads to negative physical and psychosocial effects.

The Generalized Stress Response is the phrase used to describe a variety of physical reactions to stress: increased metabolism, blood pressure, cholesterol and fatty acids in the bloodstream; decreased protein synthesis; faster blood clotting; increased production of stomach acids, blood sugar for energy; localized inflammation; tensed up muscles; and sweating to cool muscles.

Stress can be associated with severe physical and/or psychological effects, such as sleep disorders; fatigue; chronic aches and pains; depression; changes in sexual activity; conflict with family, friends, and co-workers; weight gain or weight loss; greater susceptibility to injury; immune system depression; and greater vulnerability to illness and disease.

Actions

Stress hazards largely centre on issues of control and work organization. Taking action on stress involves members exercising their own control at work.

The following actions can help combat stress:

- Refuse unsafe stressful working conditions.
- Take your breaks.
- Report stress health and safety hazards.

is a safer and healthier workplace.

This fact sheet provides some information to address the hazard. More detailed information is presented in the CUPE health and safety guideline [Enough Workplace Stress: Organizing for Change](#).

For more information contact:

National Health and Safety Branch CUPE

Tel. (613) 237-1590

Fax (613) 233-3438

Email: health_safety@cupe.ca

www.cupe.ca/healthandsafety

***To Plan members, employers, unions and associations
from Municipal Pension Board of Trustees
September 22, 2010***

Contribution rates increasing on July 1, 2011 Municipal Pension Plan member and employer contribution rates are increasing on July 1, 2011 as a result of the recent valuation. Member contribution rates and employer contribution rates for member groups 1, 2, 3, and 4 will both increase by 0.81 per cent of salary. Member and employer contribution rates for member group 5 will increase by 0.86 per cent of salary.

The contribution rate increase follows an actuarial review of the Plan's funding status, which occurs every three years. This independent actuarial valuation showed the Plan had an unfunded liability for basic pension benefits of approximately \$1,024 million on December 31, 2009. An unfunded liability occurs when the money projected to be available to pay future pensions (assets) is less than the projected costs of paying for those pensions (liabilities).

The unfunded liability is a result of several factors, including impacts from the recent global financial crisis, lower expectations for future investment returns and increased retiree longevity.

The Municipal Pension Plan is stable and secure and remains properly funded while navigating in an extremely challenging global economy. The Municipal Pension Board of Trustees (MPBT) is acting prudently to ensure the Plan is able to guarantee the basic pension benefits promised to all of its members.

The Plan's current financial position is changed from 2006, when the Plan had a surplus of \$438 million. While there was no change to the contribution rates in 2006, there had been an increase after the 2003 valuation.

Under provisions of the *Pension Benefits Standards Act* (PBSA) and the Joint Trust Agreement, the MPBT is required to hire an actuary to conduct a valuation of the pension plan at least every three years. In undertaking the valuation, the actuary must follow the requirements of the PBSA and other legislation, and is guided by professional standards set by the Canadian Institute of Actuaries.

The full valuation report is available on the Plan's website, mpp.pensionsbc.ca, under Plan Governance/Board Governance/Board Policies and Documents.

See page 2 for questions and answers about the contribution rate increase.

**For more information please go to our website
www.CUPE402.com**

Obituary for
Reynold Sokolik

This is a great loss to the Health and Safety community, Reynold was a strong voice for all and had complete knowledge regarding safety. He worked in Richmond with the School Board, was active on the provincial OH&S for CUPE and was a temporary OH&S National Representative for CUPE National. I will miss Reynold as the last number of years have sat with him at many meetings, went to conventions with him and saw him at Costco with Jilly on a number of occasions.

He will be missed by
many

Tom Wiebe



Today we mourn the passing of a beloved old friend, Common Sense, who has been with us for many years. No One knows for sure how old he was, since his birth records were long ago lost in bureaucratic red tape.

He will be remembered as having cultivated such valuable lessons as:

- knowing when to come in out of the rain*
- why the early bird gets the worm*
- life isn't always fair, and*
- maybe it was my fault*

Common sense lived by simple, sound financial policies (don't spend more than you can earn) and reliable strategies (adults, not children, are in charge).

His health began to deteriorate rapidly when well-intentioned, but overbearing regulations were set in place (reports of a six-year-old boy charged with sexual harassment for kissing a classmate, teens suspended from school for using mouthwash after lunch and a teacher fired for reprimanding an unruly student) only worsened his condition.

Common Sense lost ground when parents attacked teachers for doing the job that they themselves had failed to do in disciplining their unruly children. It declined even further when schools were required to get parental consent to administer sunscreen lotion or an aspirin to a student, but could not inform parents when a student became pregnant and wanted to have an abortion.

Common Sense took lost the will to live as the churches became businesses and criminals received better treatment than their victims.

Common Sense took a beating when you couldn't defend yourself from a burglar could sue you for assaults.

Common Sense finally gave up the will to live after a woman failed to realize that a streaming cup of coffee was hot. She spilled a little in her lap and was promptly awarded a huge settlement.

Common Sense was preceded in death, by his parents, Truth and Trust, by his wife, Discretion: by his daughter, Responsibility: and by his son, Reason.

He is survived by his four stepbrothers: I Know my Rights: I Want it Now, Someone Else Is To Blame, and I'm a Victim.

Not many attended his funeral because so few realized he was gone. If you still remember him, pass this on. If not join the majority and do nothing.

(An Obituary printed in the London Times)

Cupe Local 402

REMEMBER A UNION IS ONLY AS STRONG AS ITS
MEMBERSHIP, SO PLEASE ATTEND MEETINGS

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