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

Once again, summer is upon us. Usually things slow down but not so this year. The Union and the City are moving forward with issues surrounding Criminal Records and Safety concerns. Over the past couple of weeks the Union has been involved in the relocations of members from the Boundary Health building and the evacuation of members from the Guildford Recreation Centre. The Union and the Employer will be sitting down to discuss how things in both sites could have been handled better and address the concerns of the employees. The Union is in contact with Venessa Wolfe, CUPE National Health and Safety Representative to ensure all procedure were followed correctly. The best advice the Union can give to members is to file an incident report and visit your doctor. This advice is true for any situations where you feel your health or safety has been put at risk.

Since the local finished bargaining in 2009 the Union and the City have negotiated some improvements to the Collective Agreement. Our payment for Extended health has decreased by 5%, from 25% to 20% with the employer now paying 80 %. We have negotiated 2 new Letters of Understanding to broaden the hours of work. Just one more step to achieving varied or self directed hours for all. We have also negotiated auxiliary seniority hours for posting to RCMP positions. To date, we've had quite a few auxiliary workers have their seniority recognized and achieved full time positions. Parks and Recreation is also looking at a trial program to allow auxiliary workers to post for over 20 hours in a season.

We've been successful in having full time staff in Victim Services do the work that volunteers used to do, thus bringing more work in house.

All in all, the Union is advancing issues between bargaining and setting up the groundwork to start bargaining our next contract.

We will be sending out a survey shortly to have members advise of ways we can improve not only the communication to members and ways to improve how the local conducts day to day business.

I hope you all get to enjoy some time off during the summer. Please feel free to contact me anytime with your ideas you might have on how to improve the Union or any other questions you might have.

Laurie, President of  
CUPE Local 402





## City of Surrey

Celebrate Canada Day on July 1, 2009 at the Cloverdale Millennium Amphitheatre in Surrey.

Headliners for Canada Day are 54-40 and Bif Naked.

## City of White Rock

City of White Rock will be having a 10K kids run in Semiahmoo Park. For more information about this and all upcoming events call

604-541-2100

Anyone who would enjoy a one on one with the President, can call and we'll organize and Brown Bag LUNCH

# Sub Local Report

## CUPE 402-01

No general meeting through the summer. September 8, 2009 is our next meeting. CUPE staff have increased by 25 members for summer relief. White Rock's yard waste program is popular with no limits to the amount residents can put out on collection day.

Waterfront concert series—acoustic performance start in July and go through August.

Spirit of the Sea Festival is July 31 to August 2, 2009.

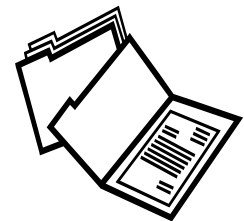
Tour de White Rock is July 16, 2009. Submitted by Mike Guraliuk

## CUPE 402-02

The annual elections took place at the April meeting. On May 24, 2009 the membership had a special meeting to discuss and vote on proposed scheduling options. After a lengthy discussion, majority vote against the proposal. The next step will be mediation. To offer more incentive for members to attend meetings, we are going to have a separate draw for all members that attend a least 4 meetings of the regular meetings. Draw to be held at June meeting each year. Submitted by Denise Parks

## CUPE 402-03

Things seem to be going well at work, as we are over another rodeo and all of us are very tired. We are proud of the fact CUPE 402 was again a sponsor at the rodeo. I think the public see the fact that the union gets involved in community events. Other than that things are very quiet. Submitted by Jim Tellevik



# Good of the Union

All our members walking for Relay for Life collected over \$5000.00 for Cancer. Congratulations, work well done.

Our condolences to Bob Bose and his family on the loss of wife and mother, Shirley Bose, a long time Surrey Public Library Employee.

Best wishes for a happy retirement to 402 members, Gord Savard, Arden Noel, Vincent Yu, Patricia Harper and Moe Sanghera. Enjoy!

# Issues that were addressed at our General Meeting

**1**—Voting on Letter of Understanding # 33 for self directed hours of work in the Legislative Services. Laurie Larsen had a meeting with the administrative assistants and explained what the self-directed hours of work meant to them. Due to the workload, they had already maxed out their overtime. This was a voluntary Letter of Understanding.

**2**—The first step to self-directed hours of work is your manager and they have to be the ones who says yes first and sees a need for it. The Members voted to extend the existing letter of understanding #32 in Planning & Development until the end of September.

In September it will be brought forth as a permanent Letter of Understanding.

**3**—Food Bank donation at the General Meeting was discussed. We will be asking for a food donation from the membership to help the Food Bank. For each of us it's so little but we have hundreds of children who need food. Every month we will suggest what item to bring in. It will be chosen from the Food Bank site as one of the 10 most wanted items.

**4**—If any of you see the Garbage, Recycling workers not wearing a safety vest, shirts or safety boots, please report it to the Union office, so we can keep our community a safe place to work. Give us the time, day, place and vehicle.

truck number of the vehicle

**5**—Benefits for teeth implants are partly covered. Look in your Sunlife Benefit Package or call the Union Office and we can email you a copy.

**6** -Another issue discussed was the committee meetings. Some criteria for meetings are, you need to be more than 3 people and a minimum of 2 hour meeting. The committee chair must submit an agenda and minutes from each meetings. Each committee meets on a average 2 to 3 times a year. In the communication meeting we meet to create a new newsletter. Scholarship will meet only a few times in August and September until they award the scholarship awards.

## Upcoming Events

Surrey Worker Memorial Golf Tournament—July 25, 2009 Contact Don Miller at 778-846-0655

Slo-Pitch Tournament on August 7, 8 & 9, 2009– Contact Bill McKay at 604-591-4868

Hemlock Golf Tournament on September 12, 2009—Contact Jeff Thompson at 778-846-0655

2009 General Membership Meetings for Local 402

September 9, 2009  
5:15 pm

October 14, 2009  
5:15 pm

November 18,  
2009  
5:15 pm

December 9, 2009  
5:15 pm

All meetings will be held in CUPE 402's office

## Hot Weather Tips

- avoid being in the sun between 11:00 a.m. and 4:00 p.m.;
- wear sunglasses to protect your eyes;
- apply sunscreen to all exposed areas of your skin;
- look for shade; stay under a tree or use an umbrella ;
- drink plenty of water and keep hydrated.

Employees attending medical/dental specialists' appointments for consultation, examination or treatment shall be allowed to use sick leave with the presentation of proof of a specialist appointment. Specialist appointments are those where employees do not have an option to schedule their appointment outside of their scheduled hour of work.

All employees of the City shall be granted a ten (10) minute rest period in the first half and second half of each working shift, with distinct understanding the said rest period shall be limited to ten (10) minutes only.

If you have any suggestions or wish to have your submissions to City Limits considered, please email [hhjacques@cupe402.com](mailto:hhjacques@cupe402.com)

## *A Tribute to Gord Savard*

You have shown an extraordinary level of care  
Taking on struggles that most could not bear  
A career in the movement more decades than most  
You deserve our respect and a great mighty toasts  
A career in labour and political life  
A challenge, many struggles, and far too much strife  
But an unwavering commitment, you believed at your core  
Respect and Dignity, workers deserved so much more  
Representing your Union over 35 years  
A record not matched by any of your peers  
Outspoken, honest you never lost sight  
Together in our struggle, we can have a better life

## *Attendance Management Program*

The City's Attendance Support Program is based on how much time you're scheduled to work and the hours you actually work. If you're sick and call in to say such, you're probably coded as "SCJ or SCL" paid or unpaid sick time depending on your employment status. The codes are imputed into the HR People Soft program and stats are spit out accordingly. These numbers determine how the absenteeism average is calculated & percentage is generated for each department. The less sick or unauthorized leaves taken, the

lower the average. If you're one of those who takes a "Vacation Day or Family Day" when you're ill, it isn't helping yourself or the rest of the membership. Remember, these numbers should reflect the true absenteeism not false numbers. The Union understand that the program has manifested itself to make members feel bullied and afraid to call in sick or worse, come to work sick. The Union has never "endorsed or supported" the program, it's an ongoing discussion at Labour

Management with the concerns regarding these very issues. If the City wants actual numbers, we have to start coding them as such, no more taking Vacation days, Family days or for those of you who work Self-directed hours to manipulate your time when you're sick. If we can show the City the real numbers rather than false ones, perhaps we can work out something that's a little easier to deal with, something that's perhaps a little respectful to the membership.

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