

IUOE LOCAL 963

Next General Membership Meeting: Saturday October 13, 2018

Croatian Cultural Centre, 3250 Commercial Drive, Vancouver.

Meetings start at 10 a.m.

Phone: 604-876-6287 Fax: 604-876-5687

WEB SITE www.iuoe963.ca

EXECUTIVE BOARD

BUSINESS MANAGER: Tim De Vivo

PRESIDENT: Tim Chester

VICE-PRESIDENT: Harjit S. Khangura

TREASURER: Andrew Bennett

FINANCIAL SECRETARY: Bruce Olson

RECORDING SECRETARY: Paul Loeman

TRUSTEES: Parm Malli Chad Stuart Bruce Olson

AUDITORS: Antoinette Cominetti Livia Hisaoka Paul Loeman

CONDUCTOR: Analida Leung

GUARD: Herman Sheng



International Union of Operating Engineers Local 963

Provincial Bargaining Update

The Provincial Bargaining Committee met again with the BC Public School Employers' Association on July 11, 2018 to renew talks after the first framework collective agreement reached in June was rejected by the K-12 Presidents' Council.

This revised provincial framework agreement ("PFA") will be reviewed **September 25, 2018** at a meeting of the K-12 Presidents' Council. The details of this tentative agreement will be available after this meeting.

If accepted by the Council, the PFA will form the provincial portion of our collective agreement and will be voted on by members after the completion of local collective bargaining, which will commence in the spring of 2019. Look for a local bargaining survey in the next few months and please take a few minutes to have your say!

Work Safe!

All workers are entitled to a safe and healthy workplace, which includes the right to refuse unsafe work. *On a worksite, everyone has varying levels of responsibility for workplace health and safety. You should know and understand your responsibilities— and those of others. If you're a worker, you also have three key rights:

- ⇒ The right to know about hazards in the workplace
- ⇒ The right to participate in health & safety activities in the workplace
- ⇒ The right to refuse unsafe work

As a worker, you play an important role in making sure you-and your fellow workers-stay healthy and safe on the job. As a worker, you must:

- ⇒ Be alert to hazards. Report them immediately to your supervisor or employer.
- ⇒ Follow safe work procedures and act safely in the workplace at all times.

(cont'd on page 4)

(*Work Safe-cont'd from page 1)

- ⇒ Use the protective clothing, devices, and equipment provided. Be sure to wear them properly.
- ⇒ Cooperate with joint occupational health and safety committees. Worker health and safety representatives, WorkSafeBC prevention officers, and anybody with health and safety duties.
- ⇒ Get treatment quickly should an injury happen on the job and tell health care provider that the injury is work-related.
- ⇒ Follow the treatment advice of health care providers.
- ⇒ Return to work safely after an injury by modifying your duties and not immediately starting with your full, regular responsibilities. (This requires supporting medical documentation)
- ⇒ Never work under the influence of alcohol, drugs or any substance, or if you're overly tired.

Each school has a health and safety committee. Members should report school-based health and safety issues to their school H & S Committee. **If your concern is not addressed please contact the union office at 604-876-6287 for assistance.**

Change of Address/Phone Number

If you have changed your contact information please ensure to update the union office in addition to the VSB. The union uses the latest data in our d-base for mailings/contacts so it is important that this information is up to date. Feel free to use the form below and fax to **604-876-5687**. Thank you!

CHANGE OF ADDRESS/CONTACT INFORMATION

PLEASE PRINT CLEARLY IN INK

IUOE Local 963: Please change the contact information accordingly

Name: _____

My new Address: _____

My new Phone #: _____

My non-VSB email address: _____

The Newsletter For VSB Operations Staff Supervision Aides Cafeteria Staff

Inside this issue:

Provincial Bargaining Update 1

Work Safe! 1,4

Cafeteria Memo 2

Supervision Aides Leaves 3

Earned Time Off ("ETO") 2018/19 3

Change of Address Form 4

Follow us on Twitter: @iuoe963

Cafeteria Staff Reminders

Pursuant to a September 4, 2018 memo to Cafeteria Staff from VSB Food Services please note the following excerpts.

Overtime:

All overtime must be pre-approved by Food Services. Overtime must be submitted on a VSB timesheet and is paid through payroll.

Absence from Work:

Any absence from work must be recorded in SFE including medical appointments, gratuity leave, vacation requests, sick days. Pre-approval from Food Services is required for gratuity and vacation leave requests. Sick days and medical appointments may be entered directly in SFE and do not require pre-approval from Food Services.

Clothing & Footwear:

The memo notes that Cafeteria staff receive, through the collective agreement, an allowance for Clothing and Footwear totalling \$150.00

“The expectation is that Cafeteria Staff shall wear proper safety footwear with closed-toe covering the whole foot, sturdy with non-slip soles suitable for the kitchen, and appropriate kitchen clothing. Fingernails shall be kept well-trimmed with no Acrylic and Gel nails and extensions. Jewelry should be kept minimal, small and simple. Please refer to your Food Safe standards for directions regarding clothing and personal hygiene. Food Services currently provides a jacket, shirt and/or apron in the cafeterias.”

Please note that in some circumstances a worker may not be required to wear a particular safety item, such as safety footwear, however, the exemption must be based on medical evidence, not personal preference. Contact the union office at 604-876-6287 should you require assistance in the event this applies to you.



*Source: WorkSafe BC Roles, rights & responsibilities

Supervision Aides Leave of Absence

Under the terms of Appendix “A” (Supervision Aides) of the IUOE 963/VSB 2014-2019 collective agreement, Supervision Aides are entitled to take a maximum three (3) months unpaid leave of absence once every two (2) calendar years. The collective agreement language reads,

21. LEAVE OF ABSENCE WITHOUT PAY

Leave of absence shall be granted upon at least three (3) weeks notice.

The amount of leave of absence shall not exceed three (3) calendar months.

Employees shall not make application for such leave more than once every two (2) calendar years.

Special consideration for emergency leave will be positively considered.

Supervision Aides are strongly advised not to book travel plans prior to receiving approval from the board, noting the language above.



Earned Time Off (“ETO”) 2018/19 School Year

The 2018/19 school term will have five school closure days. Permanent Full-Time and Steady Part-Time members shall work additional minutes to make up for the closure days.

Letters of Understanding with all details have been signed by the union and VSB and can be found on our web page at: www.iuoe963.ca

Supervision Aides shall work extra time to make up for the days lost “at the Principal’s discretion and by mutual agreement with the employee. In the event the Principal and Supervision Aide do not reach ,mutual agreement by September 28, 2018, Supervision Aides shall work four (4) minutes per day or twenty (20) minutes per week commencing October 1, 2018.”

Supervision Aides are encouraged to seek mutual agreement by September 28, 2018. Contact the union office if you have any concerns.

*Source: WorkSafe BC Roles, rights & responsibilities