

IUOE LOCAL 963

Next General Membership Meeting:
Saturday
February 1, 2020

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

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2019-2023

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Film Crews In Schools

Building Engineers and Head Custodians who have film rentals at their schools during the dayshift can sometimes have multiple requests for service while, at the same time, be expected to perform their regular duties. These can take the form of a "pre-rental" check by production assistants, tradespeople and others and they can be time consuming.



Should this happen at your school contact Operations who will consider your request and provide additional help if warranted.

If you don't ask, you won't receive.

Annual VSB Retirement Seminar

The annual VSB Retirement Seminar for Municipal Pension Plan Members will be held Friday April 17, 2020. If you are within 5 years of retirement and wish to attend please email employeeservices@vsb.bc.ca by February 1, 2020 to be added to the invitation list.



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International Union of Operating Engineers Local 963

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New Collective Agreement Language

There is some new language in the collective agreement and it will be featured here in member Newsletters. Please take the time to review the amendments.

Supervision Aides Online Application Management System ("OAM") Amended Language:

Appendix A- Supervision Aides

4. Continuity of Employment and Transfer

(B) All vacancies will be posted on the **Online Application Management (OAM) System** as they occur.

In the new year the VSB will be sending Supervision Aides instructions regarding how this system works and how to set up a required one-time "profile." There will be available support for those who have difficulty navigating a computer.

On-Call Supervision Aides- Reassignments

It has recently come to the attention of the union that an on-call Supervision Aide was re-assigned to another school after having already arrived at her assigned site. She was told she had to move because of a shortage at another school.

At December's Labour/Management Committee meeting the issue was raised and the union stated that the VSB is not entitled to "re-assign" a casual (on-call) Supervision Aide once they are assigned to a school and further, that we would grieve any further violations of our collective agreement. **Should this occur to you contact the union office or your Job Steward immediately.**

The real problem is the VSB's inability to recruit casual employees. The real answer is to make a concerted effort to hire more, not purge staff from other sites.

WCB (WorkSafe BC)

The IUOE/VSB collective agreement contains the following language regarding WCB coverage:

Article 8 (C) For Accident Covered by Workers' Compensation

Where an employee suffers from a disease or illness or incurs personal injury (which disease, illness or injury is hereinafter called the "disability") and is entitled to compensation therefore under the Workers' Compensation Act, they shall not be entitled to use their sick leave credits for time lost during the first twelve (12) months by reason of such disability.

All monies received by an employee by way of compensation for loss of wages under the said Act shall be paid to the Board in return for which the Board shall pay the employee the full amount of their wages to which they would have been otherwise entitled, in an amount equal to their net income and Benefits, subject to a time limitation of twelve (12) months, after which period the amount paid to the employee of the Board shall be charged against the accumulated sick leave credits of the employee on a proportionate basis as long as the accumulation of sick leave Benefits permits.

At a recent Labour/Management Committee meeting the parties discussed the application of the above language as it applies to **Steady Part-Time Custodians**, particularly the ability to access accumulated sick leave after 12 months. It appears the VSB is not paying "the full amount of their wages to which they would have been otherwise entitled to" for **Steady Part-Time Custodians**, but rather having the WCB pay these workers directly." This is not consistent with the collective agreement and the employer has been told that the union expects this language to be adhered to. There appears to be no issue with Full Time employees.

The union grieved this same matter in 2015 and received written assurance that the Board would "continue the practice of crediting sick bank balances when a **Steady Part-Time** employee receives wages directly from WorkSafe BC."

If you are **Steady Part-Time** and have any questions about this please contact the union office or your Job Steward.

15th Annual United Way Breakfast

The 15th Annual IUOE/VSB Operations United Way Breakfast fundraiser was held at Churchill Secondary School cafeteria on Monday December 23, 2019. Thank you to all who volunteered and donated prizes to make this event a success!

Together we raised \$7,270.50 for the United Way of the Lower Mainland.



Ugly sweater competition contestants!



And the winner!

Congratulations also to the winner of a TV/Bose Speaker System, Alan Morales (SPT Custodian, Lord Elementary), Canucks game tickets, Jason Li (Head Custodian, McBride Annex) and 50/50 winner Yvette Menges (Supervision Aide, Trafalgar Elementary) who won \$1345.00!

