

Next General
Membership
Meeting:
[*Check Website*](#)

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2019-2023

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November 2020

General Membership Meetings



Croatian Cultural Centre No Longer Available

The COVID-19 epidemic has affected the ways we meet socially and has resulted in the necessary cancellation of regularly scheduled General Membership Meetings last spring and into the fall.

In addition, our usual meeting location, the Croatian Cultural Centre, is no longer available for our use. As a result, the Local's November General Membership Meeting was held at the IUOE Local 115 Meeting Hall in Burnaby.

PLEASE CHECK OUR WEBSITE AT www.iuoe963.ca for the next General Membership Meeting.

33RD ANNUAL CHILDREN'S CHRISTMAS PARTY- DRIVE THRU EVENT

SATURDAY DECEMBER 12, 2020

WHEN: SATURDAY DECEMBER 12, 2020, 11:00 AM TO 1:00 PM

WHERE: JOHN OLIVER SECONDARY SCHOOL PARKING LOT, 530 EAST 41ST AVE, VANCOUVER

WHAT: 33rd ANNUAL CHILDREN'S CHRISTMAS PARTY- GIFTS FOR REGISTERED MEMBERS' DEPENDENTS. THERE WILL BE NO FOOD OR ENTERTAINMENT. REGISTERED CHILDREN MUST BE PRESENT TO RECEIVE A GIFT- ALL LEFTOVER GIFTS WILL BE DONATED TO CHARITY. PLEASE NOTE THERE ARE NO WASHROOM FACILITIES AVAILABLE.

HOW TO REGISTER: THIS EVENT IS A DRIVE-THROUGH AND IS LIMITED TO A MAXIMUM OF 50 VEHICLES per PUBLIC HEALTH ORDER. WE CAN HAVE MORE THAN 50 PEOPLE PROVIDED THEY REMAIN IN THEIR VEHICLES. VEHICLES ONLY-NO BICYCLES OR WALK-UPS PERMITTED. TO PREVENT UNNECESSARY CONTACT, THE USUAL FEE WILL BE WAIVED FOR THIS EVENT.

Registration forms are available at: www.iuoe963.ca



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90 YEARS STRONG 1930-2020

November 2020

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New Collective Agreement Language, Cont'd

8 M (2) Personal Leave of up to Two (2) Years, page 13:

"Employees may apply for Personal Leave of up to two (2) years once every three (3) years of permanent active service. Personal Leave is unpaid and without benefits. An application for leave shall be made in writing to Employee Services. Such leaves will not be unreasonably withheld.

For leaves up to six (6) months, the employee will retain a right to a job in their previous classification at the same work location; for leaves greater than six (6) months the employee will retain the right to a job in their previous classification, subject to availability and seniority. Such leave shall require an adjustment to entitlement for vacation, statutory holidays, seniority, etc.

An employee who has been granted Personal Leave and does not contact the Human Resources Division one (1) week prior to the stipulated date in the letter confirming leave approval shall be considered to have voluntarily resigned from the Board, subject to incapacitation.

Personal Leaves are unpaid, however, upon receipt of written request from the employee, employees have the option to maintain benefits by paying one hundred per cent (100%) of the premiums in accordance with plan carrier provisions.

For more than once in three (3) years and/or outside of the time deadlines listed above will only be granted in exceptional circumstances, as specified in the application for leave, at the discretion of the Human Resources Division.

Accepting work with another employer is not an acceptable reason for requesting the granting of Personal Leave."

These two clauses improve upon the existing collecting agreement language. Firstly, eligible members are now entitled to take up to 20 days off "for any reason." And these days can be used separately.

Language pertaining to Personal Leave of up to Two (2) Years is largely unchanged, except for the stipulation that a Personal Leave cannot be used to try out another job. Employees are expected to make contact with Employee Services prior to their return to work.

Additional Employment Standards Act Leaves, Operations/Cafeteria/Supervision Aides:

Operations/Cafeteria Article 9 O, page 13: "Absence from Duty—Employment Standards Act. Employees are entitled to additional Leaves in accordance with the current provisions of the Employment Standards Act."

Supervision Aides Article 22, page 83: "Absence from Duty—Employment Standards Act. Employees are entitled to additional Leaves in accordance with the current provisions of the Employment Standards Act."

The Employment Standards Act contains a series of Unpaid Leaves now available to members. These include Parental Leave, Family Responsibility Leave, Compassionate Care Leave, Reservists' Leave, Leave Respecting Disappearance of Child and Leave Respecting Death of Child. In combination with Articles 8 M 1 & 2 above, members have more Unpaid Leave options than ever before.

Contact your Job Steward or the union office should you require assistance accessing these Unpaid Leaves.

Municipal Pension Plan Online Seminars

Please see the reminder below from the **Municipal Pension Plan** regarding Retirement Planning. Several online tools are available:

Dear Municipal plan member,

Wherever you are in your life or career, now is the best time to get answers to your pension questions and prepare for your future!

Whether you're considering joining a plan, returning from parental leave, going through a separation or divorce, changing jobs or choosing a pension option, explore education that's tailored to your stage of life:

- **Getting to Know Your Pension**—15-minute online course for new or potential plan members
- **Making the Most of Your Pension**—45-minute online course or 75-minute instructor-led webinar for members establishing their career or several years away from retirement
- **Approaching Retirement**—45-minute online course or 75-minute instructor-led webinar for members planning for or within five years of retirement

In Approaching Retirement, you'll also learn about the value of visiting the plan website for information about your pension options and My Account. You can apply for your pension in My Account. It takes only eight clicks to complete the retirement application.

For current webinar offerings and online courses, please visit mpp.pensionsbc.ca. Click Learning resources. Online courses are done at your own pace, anytime and anywhere.

All webinars will be hosted using Zoom (a video webinar tool). After you register, you'll receive a confirmation email with simple Zoom instructions.

Note:

- We continue working to serve you during COVID-19; online courses and webinars are available to help answer your employees' pension questions. We have cancelled all in-person workshops.

If you have taken any of our pension courses, encourage your colleagues to do the same so they can learn more about and prepare for their pension.

Client Education Program mppeducation@pensionsbc.ca