



EXECUTIVE BOARD 2019-2023

BUSINESS MANAGER:
Tim De Vivo

PRESIDENT:
Tim Chester

VICE-PRESIDENT:
Harjit S. Khangura

TREASURER:
Bruce Olson

FINANCIAL SECRETARY:
Chad Stuart

RECORDING SECRETARY:
Paul Loeman

TRUSTEES:
Antoinette Cominetti
Herman Sheng
Bruce Olson

AUDITORS:
Antoinette Cominetti
Livia Hisaoka
Yvette Menges

CONDUCTOR:
Analida Leung

GUARD:
Herman Sheng

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



New Collective Agreement Language

- The Newsletter For VSB
- Operations Staff
- Supervision Aides
- Cafeteria Staff

New Collective Agreement Language 1,2

Retirement Seminars Online 3

General Membership Meetings 4

33rd Annual Children's Christmas Event 4

Follow us on Twitter: @iuoe963

International Union of Operating Engineers Local 963

Our July 1, 2019 to June 30, 2022 collective agreement with the Vancouver School Board contains some *new* language that members should familiarize themselves with, including:

Minimum 4 Hour Shifts, Operations and Cafeteria

Operations Article 11 A 2 b, page 28: "Employees shall not be required to work shifts of less than four (4) hours in length and the employer shall not schedule shifts of less than four (4) hours per day."

Cafeteria Article 13 b 2, page 54: "Employees shall not be required to work shifts of less than four (4) hours in length and the employer shall not schedule shifts of less than four (4) hours per day."

This clause is self-explanatory and means there can be no shifts in Operations or Cafeterias of less than 4 hours per day. This was negotiated to ensure there was a minimum number of hours per day, especially for Casual Employees. The only exceptions are shifts directly related to medical accommodations, specifically gradual return to work schedules that may be temporarily less than four hours per day.

Payment of Gratuity Plan Upon Request, Operations and Cafeteria

Article 9 G 2 a (4), page 15: "Paid out at the written request of the employee."

This clause improves member accessibility to the Gratuity Plan where previously there was no cash payout for existing employees.

Improved Unpaid Leave of Absence Language

Operations/Cafeteria Article 8 M 1 2, pages 12-13: "8 M (1) Personal Leave of up to Twenty (20) Days. All employees shall be entitled to take up to twenty (20) days per calendar year Personal Leave without pay for any reason during a calendar year."

All such leaves of absence shall be authorized by the employee's supervisor and the Human Resources Division, and such leaves will not be unreasonably withheld."



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 collective 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