

### Change of Address/Contact Information

If your contact information has changed please make sure you notify the union office as soon as possible (ph. 604-876-6287). The local union uses the most up-to-date information in our database for communications.

Feel free to use the form below and **fax to: 604-876-5687**

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#### PLEASE PRINT CLEARLY IN INK

IUOE Local 963 Please change the contact information accordingly:

**Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

**Phone Number (Home):** \_\_\_\_\_ **(Cell):** \_\_\_\_\_

**Personal Email:** \_\_\_\_\_



# International Union of Operating Engineers Local 963

### Service Improvement Allocations

The Newsletter For VSB Operations Staff Supervision Aides Cafeteria Staff

In our 2019-2022 collective agreement there are provisions for member training in a Letter of Understanding ("LOU") at page 112. Pursuant to this LOU, two committees have been struck to develop this training with VSB representatives.

For **Cafeteria and Supervision Aide members**, a committee consisting of Business Manager Tim De Vivo, President Tim Chester, Analida Leung (TQ-Baker), Livia Hisaoka (Supervision Aide) and Yvette Menges (Supervision Aide) have met three times with the employer. A number of training options are being considered, including Basic Computer Skills, Conflict Resolution, Playground Supervision, Communications Skills and Nutrition. Locally Developed Seminars guided by IUOE Trade Qualified members are also being worked on.

For **Operations members**, a committee consisting of Tim De Vivo, Tim Chester, Harjit Khangura (Vice-President) and Paul Loeman (Recording Secretary) has also met with employer representatives and are considering course offerings in Minor Repairs (through a Locally Developed Seminar guided by IUOE Maintenance Engineers), Basic Computer Skills, DDC Controls, Energy Management and Communication Skills.

Part of the challenge in arranging this training is the status of COVID in the community. All training must conform to public health standards and venues will be selected to provide for a safe environment. Online courses are also being considered, although the local union would prefer in-person training as it is more effective. In school year 2021-2022 there are three Professional Development Days that we hope to utilize for this paid training. The first of these is scheduled for October 22, 2021, with others set for February 11, 2022 and April 25, 2022. Stay tuned for more details to come!

### COVID Vaccinations– Paid Time Off

An email from VSB employee services to all staff was sent out on Tuesday May 4/21. Please check your VSB email for full details. Effective April 19, 2021, the *Employment Standards Act* has been amended to provide for a maximum of 3 hours paid time to obtain a COVID vaccination. The process is as follows:

Full time *Operations and Cafeteria* members are eligible for paid release time in the collective agreement for Medical and Dental Appointments (Article 8 [N], page 13). For *Supervision Aides*, the VSB wants them to "book off sick...and then once they have provided [the Board] with the required documentation we will reinstate up to 3 hours to the appropriate bank."

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Web Page:  
[www.iuoe963.ca](http://www.iuoe963.ca)

Twitter:  
[@iuoe963](https://twitter.com/iuoe963)

**New Collective Agreement Language**

[Continued from Vol. 18, #83: \*NEW Contract Language]

\*Changes are underlined

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**Operations/Cafeteria Article 2 (D) Notification of Retirement, page 3:**

**(D) Notification of Retirement**

There is no minimum retirement age. For information regarding the Municipal Pension Plan, information is available from the Pension Corporation of B.C.

**Employees are encouraged to notify the Board a minimum of thirty (30) days in advance of their retirement for timely payment of pension and available accruals.**

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**Operations/Cafeteria Article 9 (i), page 16:**

**(i) PEBT/LTD Benefits**

The Parties have agreed to participate in the Public Education Benefits Trust (PEBT) and to place their dental, extended health and group life insurance coverage specified in this Article. Participation in the PEBT will be in accordance with the May 22, 2006 Letter of Understanding between the BC Public School Employers' Association and School Boards who are Signatories to this LOU and Support Staff Unions who are Signatories to this LOU.

The Parties have further agreed to participate in the government funded "Core" long term disability plan and the Joint Early Intervention Service provided through the PEBT.

**The Parties further agree that should an employee exhaust all sick leave prior to the end of the Elimination Period that they shall be entitled to receive a pay-out of available vacation, bonus vacation, gratuity leave or banked overtime to bridge the gap by submitting written request.**

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**Operations/Cafeteria Article 10 (A) (3) Discipline, page 17:**

**(3) Discipline**

At the written request if the employee, letters of reprimand and related material shall be removed from the personnel file after three (3) years provided no further disciplinary action has occurred. **An email will be sent in response confirming the removal of any such letter and/or related material from the personnel file.**

**Note:** This improved language provides feedback to the member regarding a request to purge a personnel file.

**Questions About Retirement? Online Seminars Available**

The **Municipal Pension Plan** has resources to help members with retirement options.

Called "Pension education," there are 3 different videos:

*Getting to Know Your Pension* is a 15 minute online course for "new or potential plan members." It provides a general introduction to the Plan.

*Making the Most of Your Pension* is a 45 minute online course for members "establishing their career or several years away from retirement."

*Approaching Retirement* is a 45 minute online course for members "planning for or within 5 years of retirement."

Take pension education to get the information you need to prepare for your future pension. Visit [mpp.pensionsbc.ca](http://mpp.pensionsbc.ca) >Learning resources

**Check VSB email regularly**

As business communications have steadily moved away from paper notices and faxes it is more important than ever to check your VSB email periodically as more and more information is disseminated in this form.

To assist members who are uncomfortable with computers the union is working with the employer to arrange basic computer skills seminars through training provisions in our collective agreement with the VSB.

It is not recommended that members who are unfamiliar with computer technology give their personal passwords to anyone. Members should learn how to conduct basic workplace communications such as calling in sick and not have someone else complete these personal entries for them. When this paid training is offered (likely in fall of 2021) any member who needs assistance in this regard is encouraged to take it.

**COVID Vaccinations– Paid Time Off (Cont'd from page 1)**

The *Employment Standards Act* amendments are not available for anyone accompanying another person to obtain their COVID 19 vaccine.

**Applications to have the employee's sick time or medical appointment time reimbursed are to be emailed with their employee ID to: [leaves@vsb.bc.ca](mailto:leaves@vsb.bc.ca) and must include:**

1. a copy of their COVID 19 vaccination appointment confirmation \*date/time/location & their name) OR
2. A scanned copy of their COVID 19 vaccination record.

**For full details, please see your VSB email dated Tuesday May 4/21.**