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NANAIMO/LADYSMITH SCHOOL DISTRICT #68

“FRONTLINE”

## Here We Are!

Welcome to the new quarterly newsletter for Nanaimo/Ladysmith members of CUPE 606 who stand on the “**FRONTLINE**” providing a quality educational environment for staff, students, and community members. “**FRONTLINE**” is a place to share our experiences and advocate for our members as we continue to impact the climate of the workplace and directly influence the quality of life of our fellow employees, students, and employers. This newsletter intends to connect over 800 support staff from various work sites and classifications, from outside to inside workers. Let’s share some “shop talk” and important information around the 50 or more sites where we spend half of our waking lives. Different workplace issues, topics and jobs will be highlighted in each edition. Most of all, this publication brings important issues to your attention and offers a forum for your input. “**FRONTLINE**” is a joint venture because together we are better! Please send the editors your concerns, stories, pictures, cartoons, events of interest and general editorial comments to toolens@hotmail.com.

### PRESIDENT MARLENE CROZIER

Our Union President is retiring in June after twenty years of dedicated leadership in the best interests of the members of CUPE 606 in both the Cowichan and Nanaimo/Ladysmith School Districts. Our local has gained in strength under her intelligent and compassionate direction. She has led us in some tough years of hard bargaining where many of the gains that were made over the years when we were facing “claw backs”. Marlene’s emphasis on collaboration has led to many respected and influential partnerships within CUPE BC, Vancouver Island District Council, and the Nanaimo Duncan District Labour Council. Her energy over the years with CUPE BC includes her position on several committees. She is currently co-chair of the provincial Sectoral Bargaining Committee, and Island Rep on the K-12 Education Provincial Committee. There are many committees that will miss her straightforward and honest leadership. It is with mixed emotion that our local prepares to say a fond farewell to a President who has shown so much heart and strength on our behalf. There will be a heck of a lot of shoe to fill after Marlene passes her office onto a new captain. Sad for us, yet happy that she will finally get to enjoy those grandkids all day, every day!



#### AGM LOCAL ELECTIONS

**President**

**Recording Secretary**

**Sgt. @ Arms**

**One Trustee**

#### REGION ELECTIONS

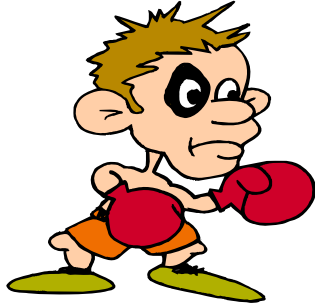
**1st Vice President**

**Sgt. @ Arms**

**One half of Departmental  
Stewards**

# VIOLENCE IN THE WORKPLACE

## “AN INJURY TO ONE IS AN INJURY TO ALL”



- Do you know who to go to at your site with Health and Safety concerns?
- Does your site have a Site Safety Committee?
- Who is your CUPE representative on your Site Safety Committee?
- Who is your site's employee First Aid Attendant?
- Do you know that by law you can refuse to perform unsafe work?
- Do you know what constitutes “violence”?

According to the Workers Compensation Act –

**YOU HAVE RIGHTS!** “right to a safe workplace”, “right to Know” the hazards and/or risks, “right to refuse unsafe work”  
“right to investigate”, “right to inspect the workplace”, “right to be present for testing”  
“right to appeal orders/decisions”, “right to participate” in a Joint OH&S Committee.

If you are a victim of workplace violence report it immediately to your supervisor. If you suffer an injury see the First Aid Attendant at your site, and/or see your doctor and fill in a Threat/Violence report form. If you are not satisfied that the threat has been resolved or that your concerns are not adequately addressed, you have the right to request an investigation or invoke your right to refuse unsafe work which will prompt an immediate investigation. This is your right as a worker in British Columbia. Fellow members, Bryan Murphy and Catherine Dugan are your union representatives on the Joint/Central Occupational Health and Safety Committee.

The Workers Compensation Act states:

### Definition

- 4.27 In sections 4.28 to 4.31, “**violence**” means the **attempted** or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes **any threatening statement** or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury.

### Advice to consult a physician

- 4.31 (3) The employer must ensure that a worker reporting an injury or adverse symptom as a result of an incident of violence is advised to consult a physician of the worker's choice for treatment or referral.

Violence has not been understood because it is most often responded to by avoidance, ambivalence, denial and attempts to snuff it out.



### First Aid Training

Level 1    March 31  
              April 21  
              May 26  
Free to CUPE members.  
Contact: 741-5253  
wbechdholt@sd68.bc.ca

### USE YOUR STEWARD

Stewards help members deal with workplace problems. Stewards play many roles: grievance handlers, organizers, educators, leaders and communicators. Stewards, as union representatives, are keepers of the collective agreement and grievance handlers. For most workers, the steward is their first contact within their union. The local stewards know their current collective agreement, bylaws and the CUPE constitution. Stewards act as communicators and have effective communication with their members. Stewards are available in each classification, so check your CUPE Bulletin Board at your site for contact numbers for your specific steward.



### FEBRUARY PRO D

325 CUPE members enjoyed the day participating in watercolor, ballroom dance, Power Squadron, GPS and woodworking, to name a few. Thanks to a hard working committee for another great day. Forward your suggestions/ideas to Wanda Deisman for future Pro-D sessions.

# NEXT ISSUE

# MAY 2007