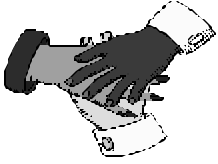


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"HELPING HANDS"

◆ **CUPE
Province Wide
Community
Service Day**

Information Meeting:

Thursday,
February 5th
4:30 pm
NDSS Meeting
Room 'A'

"Defending a
society that cares!"

◆ **Public
Education
in Our
Community**

◆ **Bargaining
Update #1**

EXECUTIVE BOARD REPORT—JANUARY 2004

January 6th and 7th—The beautiful white snow hits: Should we close schools or should we not? Should we go to work or should we not? Do we get paid or do we not?

The Local is undertaking an audit of the status of full time equivalent and number of bodies that were in our system last year compared to this year.

We are in the process of changing over our home-based accounting program to an accrual based accounting program called "Simply Accounting 2004" for Windows. This program is more suitable for our needs and will save an enormous amount of time and work for the Local, Treasurer and our Executive Assistant. This program is more accurate, accountable and will supply relevant reports.

Sad, very sad mixed messages came from the Cowichan Valley and Nanaimo-Ladysmith Boards. Their words say:

**Let's get together and create a healthy working environment for our employees as we work together to ensure roles and responsibilities are defined in relation to diminished hours and skeleton staff; strive for a more respectful relationship as we participate in pro-active wellness programs.*

** We value the Support Staffs' contributions.*

** We want to hear CUPE's opinions.*

Bargaining commences and **both** Boards put forward a mean spirited set of proposals that cut far, far deeper than even Christy Clark's expectation that we should survive with zero/zero/zero wage increases for three years with inflation on the rise.

[See Back page—Bargaining Update]

To add salt to the wounds:

* *All other employee groups will receive a wage increase in this school term. We do not challenge their right to the increase.*

* *But proposing the employees with the least wages, least hours of work pay for those increases is unconscionable.*

They are testing your "metal and mine" as their actions speak much louder than words.

CUPE Local 606 members "PUSH BACK". We have grit, discipline and commitment.

Thank you to each of you as you attended five Special Emergency Meetings – two in Cowichan and three in Nanaimo; submitting dozens and dozens of suggestions on how to give back to our community, our co-workers, our youth and our elderly, what all levels of government have taken away.

Local 606 members "helping hands" will be supporting a CUPE Community Service Day. CUPE members care!

Welcome to the New Year!

Marlene Crozier

President CUPE Local 606 on behalf of CUPE Local 606 Executive Board.

**CUPE
MEMBERS
CARE**



PUBLIC EDUCATION & OUR COMMUNITY

Impact on Education that Funding Cuts have Delivered.

By Marlene Crozier

From the public forum on January 29th at Dover Bay Secondary School



Cuts We Have Experienced

- * Loss of the Physical Education Program
- * Loss of District Librarians and Resource teachers
- * Loss of support for Libraries, Clerks & supplies
- * Loss of the Steps to Maturity program
- * Loss of the District Music Specialist
- * Reduced Secretaries and secretarial hours
- * Reduced E.A. time with students and consulting with teachers
- * Reduced caretakers as their workloads are unreal
- * Reduced Administration time
- * Reduced funds to purchase school resources
- * Minimal dollars to upgrade maintenance equipment
- * Loss of the Zonal Special Needs Staff
- * Reduction to the much needed counselling time
- * Reduction in Psychologist & Speech/Language services
- * The District has had to compromise the upgrading of computers. Many are running on discontinued systems. Due to increased class sizes, many computer labs do not have computers or space to meet student needs as they wait in line or share.
- * There has not been an interior painting program in this District for more than 7 years.

This gives you a list of the challenges that students & staff face in School District #68.

How do we fix this?

- That is the question -

Previously I used this analogy, but I believe it warrants repeating.

In the Spring of 2002, we all were mesmerized as we cheered on the Canadian Men's and Women's Hockey teams as they accomplished the absolute, the Olympic Gold Medals. Think for a moment. How did these young people succeed? How did they get there?

- ◇ ***They determined their goal, never compromised it, never watered it down and they never changed it ...against all odds.***
- ◇ ***They focused with great discipline on their goal.***
- ◇ ***They never allowed them selves to be side tracked.***
- ◇ ***They completely discounted the cross checking, the tripping, the high sticking and most important the other team's interference.***
- ◇ ***They demonstrated strong leadership.***
- ◇ ***There was a clear sense of appreciation of one another's contributions.***
- ◇ ***There was a willingness to take risks in seeking the absolute.***
- ◇ ***If you recall when the other team ignored rules, with the help of questionable refereeing, they never altered their course.***
- ◇ ***These men and women knew what they wanted and were determined to remain disciplined, united and professional, win or lose.***

This has to be us.

“There should be no obstacle strong enough to deter us as partners in education and partners in this community to ensure all School District #68 students receive a quality, equitable education in a clean and safe learning environment. **Let's work together to make that happen.**”

The Holidays Are Over, What Next?

by Paul Lawry

Good holidays, great food and a bit for the charities, now I can get back to my "normal" life. Except, it wasn't a good holiday for those that had been "laid off" or had "hours cut back". Some Union members are suffering emotionally and financially. They need our help and support.

Yes, there are still some agencies that can help (if the government hasn't closed them by this writing), but many of our members don't qualify for assistance. Of course, had they known that they were going to be unemployed, they probably wouldn't have bought that house four years ago or that newer car. The bills are rolling in monthly, but the money isn't.

Sisters, Brothers now is the time to live up to those words we throw around at all our meetings. "Sister & Brother" are titles we give each other to show a common bond, a connection with each other. We don't lose that connection just because an arrogant Government decides to trash our contracts and disregard Human Rights.

You need to do something! With the government we have today, we may all be in the same needy boat sooner than we think.

January 2004



CUPE COMMUNITY SERVICE DAY

CUPE Community Service Day is intended to be a day of peaceful political protest. All CUPE members across the province are asked to do something positive in their communities on that day. Activities are planned in each community to show our citizens that CUPE members care and want to help people who are affected by government cutbacks. This is not a strike and we are not taking action against our employers.

Please sign up for a service. Sign up sheets are at all work sites. Complete by February 5th.



Information Meeting: Thursday, February 5 at 4:30 pm at NDSS Meeting Room 'A'



Here's How It Will Work

*Let's work hard together and make it work.
Everyone will commit themselves to getting ready.*

1. Site Reps have **phone trees in place**.
2. **All members sign up** for activities on sign-up sheet. Indicate 1st and 2nd choices. (If you choose to write in your own service, the CUPE office needs to know your choice.)
3. The **sheets will be faxed to the CUPE office by February 5, 2004** (one from each site). Fax # 250-729-0866
4. The information will be **entered on a spreadsheet and sent back to sites** (similar as to Pro-D day selections).
5. Service Co-ordinators and Executive will **organize members** into zones and locations and make arrangements needed for the Community Service Day.
6. **All members start NOW to collect donated items** at your work sites – food, clothing, and bottles or cans. We are not soliciting door to door, but encourage your friends, neighbours and co-workers to participate. (Don't forget NDTA members.)
7. The President will receive a phone call identifying a **two week window of dates** as to when the CUPE Community Service Day will take place.
8. The President will secondly receive a **24 hour notice** phone call and will notify the Region Executive, who will **activate the phone trees**.
9. The President **will notify the employer**, the stakeholders, the union affiliates and the press of **CUPE's withdrawal of services**.
10. **CUPE members will show up at their volunteer sites** on the designated day (9:00 a.m. unless told otherwise). They will receive CUPE badges and further instructions/information.
11. **CUPE will show our Community that we care!**



To My Friends and CO-Workers

Always remember that we members are the Union. It is the members who attend the Union meetings, not the Executive, that make the final decision as to what action the Union takes. It is a Union members responsibility to support the majority vote.

I have belonged to this Union for 29 years. In that time I have spent many hours on the picket line to get the benefits and wages we now have. I only have a few more months to work so any lost benefits will not greatly affect my future. But you can be sure I will be out there this month to do my part on the Community Service Day.

I do this for all of my fellow Union members and for your future. Show the Government we are strong and that we care about our Community.

Please be out there with me!

Pat Parkin



BARGAINING UPDATE #1

*The Board's intent is to
tear up our contract.*

January 14th your Bargaining Committee met with School District 68 Bargaining Committee to exchange Proposals. The Local presented proposals ratified last June, by you, the membership. The Board and the Trustees presented their proposals containing many Concessions.

In general, the concessions contained many demands for changes to benefits, hours of work and seniority rights.

Please refer to the printed version of the newsletter for a detailed list of concessions proposed by the board. It is available on CUPE bulletin boards at your work sites, or from the union office.

Website Notice:

As both parties have agreed not to release bargaining details to the media, we have not included the detailed list of proposed concessions in this web site version of our newsletter.

Take Note



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Regional 2nd VP	John Ward	753-5567

Stewards

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	Denise Hildebrand	245-5152
	Shannon Stewart	754-5591
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Maintenance	Wayne Nelson	753-5423
	John Cameron	754-3445
	Glenn Warn	756-0897
Grounds	Dan Larsson	756-3014
Clerical	Linda McCourt	758-9847
First Nations	Jackie Corfield	754-3231
	Barry Plaxton	722-7268
Operations	Rob Zver	753-7769
General	John Ward	753-5567
Sunshine Fund	John & Sue Ward	753-5567
Newsletter	Diane O'Brien	246-5040
Employee & Family Assistance Program		754-2512

"Helping Hands" in Action

CUPE LOCAL 606's ANNUAL COAT DRIVE

Thank you to everyone who contributed to our successful coat drive. More than 200 winter coats and winter clothing were donated to the Loaves and Fishes, Haven Society and to the Fairview Community Closet. Your generosity was tremendous! Thank you for your support.

Bryan Murphy, Organizer of the Coat Drive



January 2004