

Mark your calendar



**CUPE 606
ANNUAL
GENERAL
MEETING**

**Saturday,
May 8, 2004
10:00 a.m.**

**Ladysmith Intermediate
School Gym**

1. Election of these Officers:
 - ◆ 2 General Vice-Presidents
 - ◆ Treasurer
 - ◆ 1 Trustee
2. Treasurer's Report
3. Trustees' Report
4. Budget Committee Report

EXECUTIVE BOARD REPORT—April 1, 2004

Budget Deliberations:

Nanaimo-Ladysmith District is in the middle of budget deliberations. On your behalf your representatives have been supporting you as they debate at the Business Committee table, making presentations and media releases, spending hours and hours trying to find dollars in the budget to lessen the impact. Special thanks to those that contributed the overviews of their job responsibilities.

Business Committee—Dates left :

- April 5 6:00 p.m. -
(Special Board Meeting)
- April 7 6:00 – 9:00 p.m.
- April 14 7:30 – 9:00 p.m.
- April 21 7:00 – 9:00 p.m.
- April 28 6:00 – 9:00 p.m. -
(Approve Budget)

We need you. Please attend as many meetings as possible. Show you care.

Bargaining Updates:

- ◆ Your Sectoral Bargaining Committee met February 26, 2004, reaffirming the provincial position of “NO CONCESSIONS” and developed coordinated bargaining strategies for BC Locals.
- ◆ On April 17th the Vancouver Island/Powell River CUPE Bargaining Committees from all School Board Locals will meet in Parksville.

Community Action Day:

- ◆ “Helping Hands Day” plans are in full swing. CUPE Local 606 members were leaders as we pulled the day together and made sure we had communicated respectfully to the employer the purpose of the day.

Activists are organized from Lake Cowichan, Cowichan, Ladysmith, Nanaimo and Lantzville. We are ready! Across this province, Local by Local are following suit.

◆ “Triggers” – CUPE BC has defined the triggers that will result in the Community Action Day being called – ‘new’ provincial legislation or policy that significantly attacks or undermines workers’ rights and/or the social safety net. CUPE BC Executive will make the call, “you know what happens next”.

CUPE BC April Convention:

Delegates will be attending the CUPE BC Convention. Donna Murphy, the Local’s Executive Assistant will be joining us as she takes vacation days to learn more about the organization she works for.

Annual General Meeting: May 8th
(See time, location and agenda at left.)

Watch your bulletin boards, read the newspapers and attend the meetings of your Union and Board. These are decision making times that involve your job.

Thank you to all the Executive Officers, Committee members, Shop Stewards, Site Representatives and Donna, our Executive Assistant who work tirelessly behind the scenes.

Together we are making a difference!

In Solidarity,

Marlene Crozier





CUPE Aboriginal Council Created; Priorities Set

February 27-29, 2004

Article from CUPE BC Newsletter

Jackie Corfield

Helps to Plan and Set up Aboriginal Gathering

Jackie Corfield was chosen by CUPE BC and the Committee Against Racism and Discrimination (CARD) to be part of the Working Group to assist in organizing the Aboriginal Gathering in Kelowna. This was a great privilege for Jackie, as only a few members across B.C. were invited to be part of the planning group. CUPE BC covered Jackie's expenses to travel to attend the planning meetings.

Says Jackie:

"I think we opened many doors for our members to become more involved, to not be afraid of the union."

"They saw that the union is on their side and does respect us as aboriginal people and our beliefs and our cultures."

"We need more information and better communication with our union. Non-aboriginal CUPE members need to see how much our culture means to us and how much it is a part of our lives and how we live it day to day."

Jackie has worked for School District #68 for 8 - 1/2 years, all of them in the Aboriginal Education Department, in both elementary and secondary schools. She is also one of our First Nations Shop Stewards (along with Barry Plaxton).

"I love my job! I feel it is important for us all to be involved in our union and to learn how the union helps us all. It is up to everyone to learn about their union!"

Jackie Corfield

KELOWNA – About 130 participants rolled up their sleeves over the weekend (Feb. 27-29) to found CUPE BC's aboriginal council and to exchange views on what it needs to do to give voice to CUPE's aboriginal members across British Columbia.

"Passionate," is how CUPE BC president Barry O'Neill described the three-day event. "I personally learned much and I know others did as well. It was truly history-making for our union."

About 100 registered delegates tackled the theme issue, "Breaking the Barriers", and voted on 11 priorities for the new council. These were to:

1. Develop and promote collective agreement language that addresses cultural differences, including traditional ceremonies;
2. Hold a follow-up provincial aboriginal gathering;
3. Hire First Nations representatives, including young workers, at the national and regional level and in education and communications roles;
4. Make national Aboriginal Day a paid statutory or floating holiday;
5. Lobby all levels of government on issues of concern to aboriginal workers;
6. Better inform aboriginal members about the union;
7. Help our brothers and sisters to acquire more cultural awareness;
8. Have First Nations advocates;
9. Ensure that hiring practices embrace aboriginal peoples;
10. Provide and train aboriginal facilitators for union education;
11. Informed and sensitize local union executives and staff on aboriginal issues and concerns.

A working group that organized the gathering is made up of aboriginal members and staff. They will be charged with developing the council's terms of reference and dealing with the above priorities.

Delegates also endorsed the following resolutions to go to CUPE BC's convention on April 21-24, 2004:

- * The gathering be considered the founding meeting of the council that was mandated by the 2002 convention, and that the council be composed of "any aboriginal CUPE member in B.C. who chooses to join".
- * The working group develop the terms of reference for the council, communicate with all council members, report through CARD to the 2004 and 2005 conventions, and be mandated to deal with the priorities established at this gathering; and that CUPE BC sponsor another provincial aboriginal gathering within the next 24 months.

"We are proud of these members," O'Neill said. "The hard work they have done at this historic gathering is a big step towards addressing the concerns of our aboriginal members."

Proposed Four Day School Closure

CUPE Presentation to the Public Budget Meeting, NDSS, March 30, 2004

Year after year we go through a budget exercise that in the end further erodes our education system. Unfortunately, our Federal and Provincial governments fail to recognize the vital need to provide the appropriate level of seed monies within the system to ensure the equitable delivery of quality education. We are left scrambling to run a district with far too few dollars.



In challenging times such as these, it is paramount that all financial reports and budget proposals are transparent, correct, expenditures are justified and collectively decisions are made in the best interest of the delivery of quality education.

In reviewing the proposed budget from the Management Committee, the Local has expressed their concerns in this area. It is very difficult to consider adding thousands of dollars worth of new expenditures to the ledgers when at the same time the Management Committee is proposing cuts and a four day school closure.

As the budget deliberations progress and the numbers get streamlined, the Local strongly suggests that the 2.9 million dollar deficit will be reduced to 1.5 million. This would represent the lowest deficit this Board has faced in many years.

Traditionally each year, there has been additional Ministry funding from two million to four million that comes to the Districts. We are getting close to election time, so this we suggest, is a given. The four day shut down would represent a saving of approximately \$260,000 dollars, representing approximately 1/4 of 1% of the whole budget, and the recommendation is to take this drastic measure.

The four (4) day shut down results in:

- ◆ Disruption to the system as course schedules, bus schedules will all have to be revisited;
- ◆ The District has approximately 8000 students aged 11 and under. This creates a potential of many students needing alternate care arrangements if the parent/parents are working or students at the post secondary level;
- ◆ Special needs' parents are in the mix as well, seeking alternate arrangements. This will result in a cost in many circumstances for young families to provide support for their children;
- ◆ Educational impacts—these will be addressed by the NDTA;
- ◆ You will have employees in various categories on those days. At the top wage level, many will have a four (4) day paid vacation; those in the middle wage level will have the opportunity to work and receive a wage; those with the least income wage level and hours of work will be laid off without pay, so in essence, they are subsidizing the others. Is this how this Board prefers to address financial crunches? How does this represent equity?

For months in many of my addresses to the public, the managers and the trustees, I have repeated the message that until we as a community of caring citizens together say, we are not going to pay the price for a government created deficit, the situation will get worse and worse. What will we consider next year - five days maybe seven days?

This has nothing to do with education; everything to do with cost cutting and lowering education standards in the public sector. In turn the government is putting more dollars into private schools.

Right now we have Districts across this province addressing budgets in an adhoc manner resulting in an inequitable delivery of education to students across this province. I sincerely believe this is not what any of us desire.

Some time ago this Board adopted the Charter of Public Education. We strongly request that this Board read, once again, those principles and basic standards set out by citizens across BC, and let it be their guide in these deliberations.

*Marlene Crozier, President,
CUPE Local 606*

There is a SPECIAL BOARD MEETING for consultation on the 4 day school closure on Monday, April 5th, 6:00 pm at DAC Boardroom.

PRO D DAY COMMITTEE

By Paul Lawry, Co-Chair

Our Pro D event in February met with a wide degree of opinions. From "the best yet", to "the worst I have ever attended".

As with most sessions, what an individual gets out of it depends on their receptiveness and desire to learn.

The Pro D Committee members are not paid for their time for the hours spent planning, setting and cleaning up. It is all volunteer work—no time off in lieu.

It is discouraging and unacceptable for the Committee to hear the negative and abusive remarks by some members. We are lucky that we have, in our contract, the ability to have Pro D Days and the funding to hold them. It is a time in which you can learn something new and interesting although it may not relate directly to you! You are paid to attend and are supplied free coffee, munchies in the morning and at times a free lunch.

As we are presently planning for the Pro D Day in October, all CUPE members are encouraged to submit any suggestions/recommendations they may have. Contact a committee member, telephone, email or drop off suggestions at the CUPE office.



New Canadian Citizenship Pins

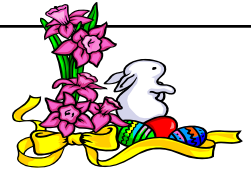
Now "Made in China"

On Friday, April 2, 2004 at the Canadian Citizenship Ceremony our MLA Mike Hunter handed BC pins to all the new citizens. You will note that our government, in supporting our workers and businesses, decided to order the pins from CHINA.

Isn't that a special way to welcome our new citizens?

Submitted by Paul Lawry

Take Note



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Stewards

Chief Steward	Rob Zver	753-7769
EA's	Bonnie Bestwick	753-7065
	Denise Hildebrand	245-5152
	Shannon Stewart	754-5591
Transportation	Martin Lornie	716-3459
Maintenance	Wayne Nelson	753-5423
	John Cameron	754-3445
	Glenn Warn	756-0897
Grounds	Dan Larsson	390-6819
Clerical	Linda McCourt	758-9847
First Nations	Jackie Corfield	754-3231
	Barry Plaxton	722-7268
Operations	Lea Ross	760-0100
	Mike Saine	754-5889
General	John Ward	753-5567
Sunshine Fund	John & Sue Ward	753-5567
Newsletter	Diane O'Brien	729-0842
Web page	Joel Southward	729-0842
Employee & Family Assistance Program		754-2512

DID YOU KNOW?

INTERNET USAGE



Please be advised there has been significant Arbitration Awards that have dealt with E-mail/Internet usage. Cowichan Valley School District has a detailed Internet Acceptable Use Policy. Nanaimo-Ladysmith School District does not have a Policy to date.

Even if there are no clear rules: This is a guideline - "Where no thinking employee would be under the impression the e-mail material would be acceptable to the employer. Any person receiving, storing and/or forwarding this material is without any rule just cause for discipline up to and including dismissal."

This is very serious; consider your e-mails as you would a postcard.

Marlene Crozier, President CUPE Local 606