



News and Notices for Members of CUPE476

May 2023

President – Aileen O’Keefe

Sec.-Treasurer – Darlene Cattanach

Vice-President – Robin Gibson



Extended Benefits - FYI

You may wish to also look into our current plan in more detail [Welcome \(pebtbenefits.ca\)](https://pebtbenefits.ca) → [My Plan \(pebtbenefits.ca\)](https://pebtbenefits.ca) where you will find the Extended Health and Dental packages etc.

Every few years or so, the Trust that manages our Extended Benefits works to make improvements.

Public Education Benefits Trust (PEBT) offers a comprehensive benefits package to participating eligible employees as negotiated between School Districts and Local unions. The benefits provided through the PEBT Benefits Program are a major part of your total compensation. The program includes a government funded Core Long Term Disability (LTD) plan for Bill-7 School Districts in British Columbia, a Joint Early Intervention Service (JEIS) for disabled employees, as well as extended health, dental, life, and if applicable at your School District, accidental death & dismemberment insurance and/or additional disability insurance to help maintain your family's health and financial security.

This is one of those years and the documents previously sent out and posted outline our current Extended Benefits package and the new “Standard” option available, should we vote to change it.

There is no option to pick and choose between the various individual benefits.

You will have seen in the Plan Comparison 2023 pdf, an overview of the differences available, should one move from one plan to another.



Key areas of note are:

- _ deductible
- _ termination age
- _ Drug Formulary - see Blue RX Brochure.
- _ fertility
- _ Smoking cessation - currently this is covered under the general MSP offerings freely.
- _ out-of-province
- _ Hearing Aids
- _ Orthopedic and orthotics
- _ Vision and Paramedical (review the multiple offerings)

UPCOMING & IMPORTANT DATES:

May 11th, 2023. → Custodian Lunch

May 25th, 2023. → Extended Benefits VOTE – Details TBA

May 29th, 2023. → MPPension Seminar – Pre-registration required. → please click on this link <https://forms.office.com/r/dsNWD1SB40>

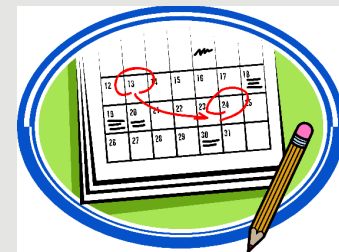
June 3rd, 2023. → AGM & ELECTIONS for all members.

@Brooks Sec. Library
10-11:30am.

Pre-registration required. → please click on link below

<https://forms.office.com/r/zpymbr6xFv>

June 5th, 2023. → Pro-D/School Planning and Recognition Day



QUESTIONS? COMMENTS?

Please reach out to us at either cupe476@live.ca or 604-485-5441



At this time of year, we often bounce between

the ever changing To Do list, summer work orders, year-end review and next year's needs. It's a juggle that can weigh on your mind.

Be kind to yourself and others.



Thank you, Custodians!

Some of you were able to join us today for lunch. We were grateful for the opportunity to get to know you better, understand your work situations and to help put faces to names.

As part of our commitment to you the membership, we continue to look for ways to meet and support you.

Email cupe476@live.ca for more information



May 2023

AGM, ELECTIONS and By-Laws FYI



AGM Annual General Meeting

----- JUNE 3RD @ 10AM

As we work toward a more effective and member engaging model for our Local, we look forward to hosting our Annual General Meeting at a time and place that all members can participate.

During this meeting we highlight the key items we tackled this past year and look to you to help us build our priorities for the coming year(s).

We will also be hosting our Elections. Key roles within your Executive are determined by you. We are happy to introduce our 3 NEW vacant Steward positions.

Stewards are representatives who support members directly with better understanding of one's rights and responsibilities under the Collective Agreement, WSBC etc. but also as knowledgeable & supportive workplace allies.

Through changes to our By-Laws Stewards were brought back in as regular and full members of the Executive board. Also, a key item we updated was the move away from years Executive elected appointments to ODD and EVEN year elections.

This has meant a slight shift to consider but in the long run we believe will benefit us.

Please note – we have more work to do on updating our By-Laws to align with our current practices. You can see what we are working with @ <https://476.cupe.ca/>
→ Resources → By-Laws

SECTION 12

2. Nominations will also be accepted from the floor at the AGM on the condition that the person being nominated is able to voice their agreement to run for the position. (Note: a member may not self-nominate as per the CUPE Constitution).

C. Installation

All duly elected officers shall be installed at the meeting at which elections are held. (Article B.2.4)

1. The terms of office shall be as laid down in Article B.2.4 of the CUPE Constitution: the term of office for all officers must not be less than one (1) year and not more than three (3) years. At the first election of officers, three (3) Trustees will be elected to serve terms of two (2) years – one elected on an even-numbered year, and two (2) elected on odd-numbered years.

2. Election of President and Treasurer on even-numbered years: two (2) year terms.

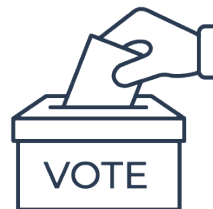
3. Vice-President and Recording Secretary to be elected on odd-numbered years: two (2) year terms.

4. Members-at-Large (three (3) positions): two (2) to be elected on even-numbered years and one (1) on odd-numbered years.

5. Sergeant-at-Arms elected annually.

6. Trustees (three [3] positions): one (1) elected on an even-numbered year, and two (2) elected on odd-numbered years.

7. Shop Stewards (three [3] positions); one (1) elected on an even-numbered year, and two (2) elected on odd-numbered years.



Executive Board – positions up for re-election/vacancy

Vice-President (2 yrs. ODD year)

Recording-Secretary (2 yrs. ODD year)

Sargeant-at-arms (annually)

Member-at-Large (2 yrs. ODD year)

Trustee (2 yrs. ODD year)

Trustee (2 yrs. ODD year) Note – 1 yr. post changes to even year election. All Trustee posts are 2 yrs.)

Steward (3 posts)

2 yrs. (odd year)

2 yrs. (odd year)

1 yrs. (Note – 1 yr. post changes to even year election.)

Committees

VIDC (3 annually)

2 – delegates

1 - alternate

Wellness – District

1 – delegate annually

OH & S– District

2 – delegates (2 yrs. ODD year)

CUPE Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.



[Equality Statement | Canadian Union of Public Employees \(cupe.ca\)](#)