



# News and Notices for Members of CUPE476

Septembre 2023

President – Aileen O’Keefe

Sec.-Treasurer – Darlene Cattanach

Vice-President – Robin Gibson

**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.*

...  
*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.*

The above extract can be read in its entirety here → [Equality Statement / Canadian Union of Public Employees \(cupe.ca\)](#)

## Common Questions

### **Did you know the new agreement states?**

#### **Breaks → Clause 18.08 Rest Periods**

- Employees working **four (4) consecutive hours per day** or more shall be entitled to **one (1) paid 15-minute** break.
- Employees working **six (6) consecutive hours per day or more** shall be entitled to **two (2) paid 15-minute breaks. (at the employees’ request these could be combined to make a 30min lunch break)**
- Employees working **seven (7) consecutive hours per day or more** shall be entitled to **two (2) paid 15-minute breaks and an unpaid thirty (30) minute lunch\* (Dinner)**
- Employees required to work overtime shall be entitled to a paid rest period every two (2) hours.

*\*this clause was updated and the only reference to unpaid breaks is for those working 7hrs. or more per shift.*

BUT, also included is the PFA → **17. Unpaid Work** In accordance with the *Employment Standards Act*, no employee shall be required or permitted to perform unpaid hours of work.

All work tasks, including Pro-D, in-service/training, meetings etc. should be compensated. There are many ways that can occur. Please reach out to talk about your scenario.

### **What about Transporting Student(s)?**



Our bus drivers are the main transporters of students throughout the district. It’s their job and license.

Sometimes, parents will be asked during field trips. Some EA’s and others may be asked to drive a student or 2 to therapeutic activities as outlined in their job description.

Know, no matter what or when, your Administrator/ Principal should be asking. Requests/confirmation should be in writing, and you should immediately submit your Driver’s License to the OP-OM for them to confirm your clear driver’s abstract. You will also need to ensure you have current “For Work” upgraded Insurance. The SD will cover the difference in costs. **25.06 Travel**

**Allowance** (c) Any Employee required to use their vehicle in the performance of their duties, if requested by the supervisor, will be reimbursed for the difference between "to work" and "business class" insurance.

### **WSBC important info:**

- [Driving for work - WorkSafeBC](#)
- [Plan Before You Drive Students: Reduce the Risk of Workplace Violence | WorkSafeBC](#)
- [Reducing the risk of violence when driving students | WorkSafeBC](#)

### **What about my privacy?**

Your Union and Employer are working to ensure your image and right to privacy are protected. You are not required to have your image taken or used at all.



The provinces of [British Columbia](#) ... have enacted privacy legislation dealing with personality rights ...Did you know: *An appropriation of personality can be achieved through the use of a person’s name, likeness, or voice* (but British Columbia has a more restrictive definition). [Personality rights - Wikipedia](#)

With technology now affecting every aspect of modern life, there has never been a more important time to think about your privacy, and to safeguard it... your personal information should only be collected, used and disclosed with your knowledge, and often your consent, for legitimate purposes. It must also be stored, shared and disposed of in a way that keeps it secure and confidential.

A Guide for Individuals : Protecting Your Privacy - Office of the Privacy Commissioner of Canada

## IMPORTANT DATES:



Wednesday  
Sept. 20<sup>th</sup> →  
Career Day @ Brooks

Friday Sept. 22<sup>nd</sup> → Pro-D –  
Blanket Exercise, Dept. Mtgs. Etc.  
Memo from HR to follow

Thursday Sept. 28<sup>th</sup> → Regular  
Membership Mtg. @4:15pm

Sat. September 30<sup>th</sup>/Monday Oct. 2<sup>nd</sup>  
(observed) → National Day for Truth &  
Reconciliation

## QUESTIONS? COMMENTS?

Please reach out to us at either  
[cupe476@live.ca](mailto:cupe476@live.ca) or 604-485-5441



Every worker plays a part in maintaining our worksites.



Helping to get us where we need to be for a productive and positive year.



Everything we do builds student success.



Our neighbours, ourselves, family and friends are foundations in our communities, economy and future generations.

**We Respect you all Labour Day and every day!**

August 2023

# Extended Benefits - FYI

You may wish to also look over our current plan. Check out SD#47 plan with [PEBT - powered by LifeWorks](#) or create/Login to BlueCross (PBC) to see your plan in action → [PBC Member Profile \(bluecross.ca\)](#)

July 1<sup>st</sup>, 2023, we move from our “old standard” PBC to the “NEW” PBC Standard plan provided through the (PEBT) Public Education Benefits Trust comprehensive benefits package.

Available to eligible employees, as negotiated between School Districts and Local unions. The benefits provided through the PEBT 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 (illness, surgery, medical), 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.

**Key Changes to note:**

- \_ deductible (Resets each Jan 1<sup>st</sup>)
- \_ 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)



EXTENDED HEALTH	
Reimbursement	
Annual Deductible	
Lifetime Maximum	
Termination Age	
Prescription Drugs	
Drug Formulary	
Pay-Direct Drug Card	
Per Prescription Deductible	
Sexual Dysfunction	
Oral Contraceptives	
Fertility	
Smoking Cessation <sup>1</sup>	
Medical Services and Supplies	
Medi-Assist	
Out-of-province Emergency Medical	
Ambulance	
Hospital	
In-home Nursing Care	
Hearing aids	
Miscellaneous Services and Supplies (subject to reasonable and customary limits as defined by the insurer)	
Orthopedic shoes	
Orthotics	
Vision and Paramedical	
Vision Care	
Maximum	
Eye exams	
Prescription Sunglasses	
Paramedical services	
Naturopath	
Chiropractor	
Massage therapist	
Physiotherapist	
Psychologist	
Speech therapist	
Acupuncturist	
Podiatrist/Chiropodist	

Note: if you did not register or were ineligible for the previous plan, please contact [Jamie.dooher@sd47.bc.ca](mailto:Jamie.dooher@sd47.bc.ca) to access this new plan!



Effective July 1, 2023	
80% until \$1,000 paid per family per calendar year, then 100%	
\$100 (Single/Family)	
Unlimited	
Retirement (No age limit)	
Blue Rx	
Blue Rx	
Yes	
\$0	
Not Covered	
Covered	
\$7,500 per lifetime	
Not Covered	
Dental	
Included	
Covered (100% reimbursement)	
Covered	
Private or Semi-private	
Covered	
\$4,000 per 5 years for Adults and per 2 years for Children	
Covered	
\$400 per year for Adults, \$200 per year for Children	
\$400 per 2 years (adults and children)	
Vision	
\$625 per 24 months	
\$125 per 24 months	
Included in Vision Maximum	
\$600 per year	
\$600 per year	
\$1,200 per year	
\$1,000 per year	
\$1,500 per year	
(addition of Clinical Counsellors & Social Workers under a combined maximum with Psychologists)	
\$600 per year	
\$600 per year	
\$600 per year	

Our website [476.cupe.ca](http://476.cupe.ca) is always being updated with current events and resources to help and support you. You are never alone within our Union Family. We are constantly reviewing how we can better serve you and so, during our June 2023 AGM we voted 3 in new local Representatives as Stewards. At our upcoming Sept. 28<sup>th</sup> membership meeting, we will be discussing the next steps.

We are also committed to ensuring you have plenty of options to have your voice heard. Attending meetings is one. Then feedback through surveys such as the QRcode for community engagement to the right and this QRcode below, helping us have updated contact information for you.



(<https://forms.office.com/r/LNcfjWYwfi>).

If there is other information you are needing feel free to include it in your response, email [cupe476@live.ca](mailto:cupe476@live.ca), or call 604-485-5441.

Your executive and trustee(s) are committed to you, the membership. Our goal is to help you be informed, have ready access to advocates as well as advocate for yourself. Knowing your rights and responsibilities

empowers both your work and personal life.

**Take Part in our Survey:**

Which local community support and cultural groups should CUPE 476 be supporting in the 2023-24 work year?



<https://forms.office.com/r/4whxSuk8cZ>