



Membership

Winter Newsletter - 2023

President – Aileen O’Keefe

Vice-President – Robin Gibson

Mailing to PO Box 246 Powell River, BC, V8A 4Z6

Extended Benefits → REMINDER !

“resets” Jan 1st – Dec. 31st, 2024

Our new plan includes the following:

EXTENDED HEALTH	Effective July 1, 2023
Reimbursement	80% until \$1,000 paid per family per calendar year, then 100%
Annual Deductible	\$100 (Single/Family)

Depending on your own situation, you may wish to check your prescriptions, able filled them before that date 😊 !

General information about our plan , Click → [PEBT - >>shared,page title home>>](#)

IMPORTANT DATES:

Dec. 22nd → Last day of classes – Schools closed/Winter Break*
Jan. 8th, 2024 → Schools re-open.

Jan. 18th/24 → Membership Meeting @ 4:15pm.

Feb. 16th/24 → District Pro-D
Feb. 19th/24 → STAT - Family Day – schools/sites closed.



EFAP – What is it and what can it do for me? Employee and Family Assistance Programs

Homewood’s EFAP program focusses first on emergent & crisis management supports through a host of national & certified therapeutic professionals. Offered are a variety of services to support employees and family wellbeing overall. “A substantial proportion of workers are highly stressed most of their working days. Issues like these can lead directly to incrementally higher incidences of workplace injuries, mental health issues, conflicts, substance abuse and other physical, social, and emotional problems”. Services are multilingual and fully accessible (24/7). As the name suggests, the EFAP program is available to employees’ spouses/partners and dependents. (Expansion in our extended benefits package also brought changes to previous local EFAP services.)

To explore these offerings, sign up through [Homeweb | Home](#)
[gathet School District](#) → Key: PRB451

WINTER BREAK/Layoff – FYI

Many 10m. members renew their EI claim during this layoff period. (if you are in a posted position your automatic recall date is January 8th/24.)
See Dec. 11th email from Jamie Dooher. You will need to have asked payroll for an ROE and report your vacation pay.

Note:

16. PROMOTION AND STAFF CHANGES

(f) Winter Break, Spring Break and Summer Layoff, Ten (10) Month Employees

In the event of temporary work assignments becoming available during the Winter Break, Spring Break and Summer Layoff, when school is not in session, the Board agrees to offer employment to ten (10) month Employees on temporary layoff in accordance with qualifications and seniority. Employees interested in undertaking such work assignments shall advise the Secretary-Treasurer in writing, by June 15 of each year of their interest in accepting such assignments. The Board agrees that a reasonable effort will be made to contact qualified Employees, whose names have been submitted on the basis of seniority as such assignments arise.

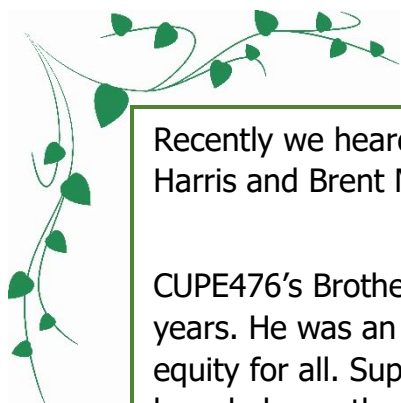
It is agreed by the parties that ten (10) month Employees shall not be entitled to bump as a result of layoff due to normal Winter Break, Spring Break or Summer Break.

Recently we heard two of our former colleagues, Dave Harris and Brent McKenzie, have sadly passed away.

CUPE476’s Brother Dave worked alongside us for many years. He was an advocate for learning, equality and equity for all. Supporting this Union family with knowledge, a thoughtful heart and good humour.

PRDTA teacher Brent worked at both high schools over many years. He was a talented and engaging Shops teacher with a bright smile and a commitment to students learning skills that would carry them through life.

We offer our condolences to their families and colleagues.





Have you been hired in the last year? Have you missed your CUPE476 Orientation, aren't receiving updates from us or haven't attended a meeting? Please let us know the best way to reach you through our [Contact update form](https://forms.office.com/r/LNcfjWYwfi) → <https://forms.office.com/r/LNcfjWYwfi>



Over the last while we have been working on creating a few helpful guides/pamphlets in the hope of pointing members in the right direction when they encounter questions or concerns etc. All questions are valid 😊

You are always welcome and encouraged to reach out to us [at 604-485-5683](tel:604-485-5683) or cupe476@live.ca at any point, as we do not currently have steward/Reps. at every site. Therefore, the role of President oversees and supports all members.

We hope connecting our Collective Agreement, Board AP's, WorkSafe Regs. along with the Human Rights Code and Employment Standards will help you with some of the most common workplace matters.

Helping empower you creates an environment where professional & open discussion* lead to resolutions (ie. roles, responsibilities & expectations, scheduling/break needs, probation, seniority & benefits, emergent or changing work-life and family-life needs).

note good practice → Keep a daybook/mini journal; help ensure everyone is on the same page, follow-up chats, discussions or meeting with email "notes". Always wise to check your email from the HR Dept. - explains any changes agreed to in your "Letters attached".

If there is something you are curious about, please let us know.

Click to access our feedback form: → <https://forms.office.com/r/TQKTmAqmvY>

Commonplace areas of concern we hear about are:

Workplace Health & Safety • Internal/site incident reports vs. AP's and WorkSafe reports • Internal/site solutions vs. contractual or other formal standards • AP160, AP170, AP175, AP405, AP420 • Orientation vs. Shadowing • sick leave vs. discretionary day • Differences in Probation or Trial periods and Seniority • Benefits, Retirement & Pension...

