



Because you asked...

CUPE 411... It's YOUR union!

A general member has asked the CUPE 411 Table Officers for some information, so we thought we'd share the answers with the whole membership in case anyone else in CUPE 411 is interested. After all, it's your business!

What is the number of hours of leave taken by the Table Officers to do Union Business from May 15th, 2017 to January 15th, 2018?

Position	Total Hrs	Days (8 hrs/day)
• President:	871 Hrs	109 Days
• 1 st Vice President:	217 Hrs	27 Days
• 2 nd Vice President:	66.5 Hrs	8 Days
• Treasurer:	152 Hrs	9 Days
• Recording Secretary:	145.6 Hrs	18 Days
• Chief Shop Steward:	226.17 Hrs	29 Days
• Shop Stewards:	242 Hrs	30 Days

Fun Facts!

- There were 178 business days from May 15th, 2017 to January 15th, 2018.
- The CUPE 411 Table Officers and Executive Board have donated more than 1000 hours of personal time for Union Business from May 15th, 2017 to January 17th, 2018
- Your union dues do not pay for all Union Business Leave. Thousands of dollars for union business leaves are billed to the employer and the local's affiliates (CUPE National, CUPE BC, K-12 President's Council, etc) for work done on their behalf.

Your Executive, hard at work!

- Ever wonder what the Executive does during their union business leave? Here is just a sample:
 - CUPE 411 is a local of 800 and growing members with hundreds of thousands of dollars per year in income and expenses. Simply running the business of the local is a big job!
 - Meet with members experiencing difficulties in the work place and work with them towards resolve
 - Meet with the employer to address concerns and mediate resolve for members
 - Mediate member to member and CUPE to CTA conflict
 - Meet with representatives from other K-12 locals and CUPE locals to discuss shared concerns and strategies for successful negotiations with the employer
 - Prepare for bargaining and participate in bargaining | Monthly Coordinated Bargaining Meetings
 - Address violations of the Collective Agreement, Provincial and Federal Labour Law and the Human Rights Code and negotiate settlements with the employer
 - Represent the local at a number of local and Provincial committees and venues to advance the interests of our local
 - Participate in education and training... Even training other union members from across BC!

What is the number of grievances filed for the following years: 2013, 2014, 2015, 2016, 2017?

- Complete records for grievances for 2013 through 2016 were not kept at or returned to the Union office by previous executives so we can only estimate that less than 20 grievances were filed per year based on the information we have available. Once the employer has responded to a FOIPPA request we should have more accurate numbers.
- 42 Grievances were filed by CUPE 411 Shop Stewards and the CUPE 411 Grievance Committee in 2017, ranging from Job Evaluation violations to Harassment Complaints to Post & Fill grievances and more.

What was the date that CUPE/SD33 Quad Meetings ceased?

- Director of HR, Tamara Ilersich, brand new to the district at the time, informed former executives of CUPE 411 in early April 2017 that CUPE/Quad Meetings would not continue in the 2017-2018 school year. The last CUPE Quad meeting took place in June 2017.
- In mid-October 2017, the current Table Officers negotiated additional Labour/Management Meetings with the employer as a replacement for the CUPE Quad meetings.
- Monthly Labour/Management meetings are more formal than CUPE Quad meetings. Unlike CUPE Quad meetings, Labour/Management meetings have a mutually agreed upon agenda, both the union and the employer take turns chairing the meeting and minutes of the meetings are recorded and approved by both sides. This helps the local to have a more accurate record of the discussions which take place during meetings between the union and the employer, mitigates any disagreement the union and employer may have about the discussions in meetings and helps preserve a history of proceedings for CUPE 411 Executives in the future.

What was the date when the employer ceased to have JE/JD meetings?

- When the employer violated the Terms of Reference for the JE/JD Committee, the union filed several grievances based on these violations.
- When the employer received notification of these grievances, they refused to continue to participate in JE/JD meetings, further violating the Terms of Reference for the JE/JD Committee. The union promptly filed an additional grievance based on this additional a violation. These grievances have been advanced to Arbitration.
- The employer first refused to participate in JE/JD meetings scheduled for the latter part of September and all subsequent meetings which had been pre-scheduled to the end of December 2017.
- CUPE 411 continues to work on the JE/JD process, preparing for the upcoming Arbitrations with Vince Ready on the grievances filed, updating and maintaining JE files, meeting with our National Serving Rep and the CUPE BC JE Coordinator, and meeting with members to help prepare Re-Class Applications to be submitted to the committee when the joint committee meetings resume after we win at Arbitration.

Are there new by-laws in place?

- The CUPE 411 By-Laws, revised in 2016, are available to all CUPE 411 members on the CUPE 411 website, under "Resources".
- The current by-laws are now under review by the CUPE 411 By-Law Committee as part of a bi-annual by-law review process.
- The current Executive is also working on a Policies and Procedures Manual for the local – something we've never had before. This will help ensure accurate record keeping, equity, transparency and accountability of the Executive and set clear guidelines for the CUPE 411 Executive and membership moving forward.
- When the by-law review and policy manual is complete, the policies and any revisions to the by-laws will be brought to the membership for approval.

Now you know... 

If you ever have any questions about CUPE 411, do not hesitate to ask a member of your Executive. It's your union!