



Don't forget to check us out on Facebook:  
 **CUPE Local 411**

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# SEPTEMBER 2020

## CUPE 411 Collective Agreement



### ARTICLE 18 - ACCIDENT PREVENTION

#### 18.1 Cooperation in Safety

The Union and the Employer shall cooperate in continuing and perfecting regulations which will afford adequate protection to employees engaged in hazardous work.

#### What does this mean?

If you believe your working conditions are unsafe and require an investigation, do not hesitate to enact your *Right to Refuse Unsafe Work*. See the *Work Safe BC* website for additional information and your role & responsibility when taking these steps ([click here](#))

#### also see Article 18.5 No Disciplinary Action

No employee shall be disciplined for refusal to work on a job which, in the opinion of the Health and Safety Committee, is not safe. No employee shall be subject to disciplinary action because he has acted in accordance with Workers' Compensation Regulations in effect at September 1986

## MEMBER OF THE MONTH

Dale Obirek has been employed by the Chilliwack School District for 39 years as a Custodian. He recently retired from a permanent position and is actively working as a casual custodian with the district. He is also currently serving his second term as our Local's President. He has been involved with the union executive for approx. 10+ years in a variety of roles ranging from Trustee to 2<sup>nd</sup> VP to (now) President. If you have questions, he's the guy to ask! For fun, we asked him a few questions of our own:

#### What is the best part of your job as a Custodian?

There are two things! 1<sup>st</sup> – when you are finished your shift you can look back at your job well done.  
2<sup>nd</sup> – All the great people you get to see every day.

#### What is something you struggle with at your job?

Here's a few things I've learned to hate over the years – gum, grapes, raisins, glad bags, and pop spills

#### What is something you enjoy doing outside of your working hours?

Watching sports and going to Seattle Seahawks games (I'm a season's ticket holder). I also like things that come along with that – like fantasy football! I also enjoy road trips and travelling in general.

#### Tell us something people might not know about you?

In the late 80's and 90's I had a hobby of entering contests all the time. I've won cruises, a washer & dryer, tickets to many events & shows, clothing, money, and all kinds of cool things.

Also, I am actually a Canadian, born in Chilliwack. A lot of people seem to think I'm American!

#### What would be your last meal?

Dale asked:  
*but how can you really enjoy it if you know it's your LAST meal?*

Then went on to answer:  
*Prime rib with all the fixings (don't forget the horseradish!), and (yes, there was an AND) a sourdough Jack from Jack in the Box!*



## Things to Note this Month!

- ❖ Spring Break Letter of Understanding – click [HERE](#)
- ❖ CUPE Skills, Training, and Enhancement Fund – click [HERE](#)

**Do you have something you want us to showcase on the monthly newsletter?** Please email [secretary@cupe411.com](mailto:secretary@cupe411.com) with any ideas, suggestions, or events, etc.

### UPCOMING EVENTS/DATES

September 2020  
8<sup>th</sup>: **Schools Open!** Welcome Back to all our 10-month members!  
15<sup>th</sup>: Union Executive Meeting  
19<sup>th</sup>: **General Membership Meeting @ 9:30 a.m.**