



# CUPE Local 829

Box 233 Medicine Hat Alberta T1A 7E9

FALL  
2015

**UPCOMING MEETING DATES:** October 17, November 14, December 12, January 23,  
no February meeting, March 12, April 9, May 14, June 18

## Message from

### President Sharon Stolz

*"What counts in life is not the mere fact that we lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead."*  
- Nelson Mandela



Whether you are a clerical worker, custodian or educational assistant, the difference you have and will make in the lives of so many children, has a lasting impact for years to come. I know that everyday as I interact with children my main goal is to make that difference in a child's life, hoping that the future they choose will take them down a path where they too, can make that difference.

Welcome back to another school year. We head into a new school year with a new collective agreement for SD76 support staff and it is finally ready for delivery. Thank you for your patience but this all takes time to make sure all the "i's" are dotted and the "t's" crossed. Not to mention getting them signed by all and then off to the print centre, where they are busy with the start up of another school year. I think it is important that I highlight the biggest changes to this agreement to help you all become familiar with them.

We have a four year agreement in place. Wage increases beginning with 2015 will be 2%, 2016-1%, 2017-1%, and ending in 2018 with 2%.

Bereavement leave for immediate family went from 3 days to 5 days, no matter where the death has occurred (18:01 number 1)

Special Leave of Absence without pay can be requested whose duration is a minimum of 6 months and a maximum of 12 months (18.03 number 1)

Sick leave did not change but we do have a new Letter of Understanding where the employer has the sole discretion to decide where medical conditions warrant to supplement the employee's accumulated sick leave. If you become sick or require major medical leave you may apply to the district to have your sick bank replenished....upon returning to work. The board will consider the previous use of sick leave and they will require proper documentation of the illness or medical condition when making their decision. (Letters of Understanding are found at the back of the Collective Agreement.)

Educational Assistants can now choose to have their yearly salary paid over 10 months or 12 months. If you have chosen to receive your pay on a 12 month you do have the option...one time only requested by September 15... to

revert back to 10 month the following year. Please read article 24.03 to become familiar with this process.

In article 18:03, number 4....you may also apply for an extra day without pay that can be used for personal leave. This day has no limitations as far as a date or day of the week where it can be used.

Article 20:04...Special Vacation Leave may be granted with a one month written notice.

Article 9:02 number 2....Talks about temporary EAs that work until the end of June and are hired September of the following school year. Their temporary work from the preceding school year will be used for seniority basis. This clause does not take effect until September 15, 2015.

Article 22:01 Hours of Work Custodian/Clerical Some language clean up was done and the board was very clear that if you get paid for 8 hours you work 8 hours. It doesn't matter if school is in or not.

Article 23...Overtime. EAs, clerical and custodians who this may impact please read this clause. Overtime hours in lieu will only be granted with the proper documentation and can be mutually agreed upon between all parties involved. In this clause each group has a procedure that is written out and clarified for the proper procedure to follow. This is completely controlled by your specific school administration.

There are two more Letter of Understandings...where CUPE and the board will meet within 6 months to discuss job duties and hours of work for the educational assistants.

Winter Clothing allowances for Custodial ...now states Day Custodians.

Employer has agreed to hand out CUPE information packages to all new hires.

To All Support Staff....Please read and become familiar with your collective agreement. As well as your paper copy we have also updated our website...CUPE Local 829....with the new agreement.

In closing, I would like to congratulate Jake Braaten and Lorna Statham on their re-election as vice-president and treasurer, as well as the others that have stepped up to become more active in our union. I would also like to remind you that our CUPE Brings a Child a Smile Campaign is kicking off again. Chris Schmidt and Jake Braaten will begin the collection of skates at the schools to take for sharpening, and Angie Gackle will be dropping off more helmets at each school. In November watch for notices as we will be collecting more pyjamas for the Phoenix Safe House. We will also be updating you on a new component we are working on to add to this campaign.

## MEETING DRAWS

Winners of the \$20

Membership Draws are:

April meeting - Jake Braaten & Gary Getz  
 May meeting - Judy Coate & Val Brade  
 June meeting - Colleen Petryshyn  
 & Angie Gackle  
 September meeting - Corinne Miller-Feasey  
 & Bo Knapczyk



CUPE Local 829 will pay for one embroidered logo per year to be placed on clothing purchased at Logo's Embroidery or taken to Logo's Embroidery for that purpose.

Please visit our Local 829 website at [www.829.cupe.ca](http://www.829.cupe.ca)

**CUPE** / *Canadian Union of Public Employees*

CUPE Local 829 Contact List 2015-2016  
(September 30, 2015)

POSITION	NAME	HOME PHONE	WORK PHONE	CELL PHONE	EMAIL ADDRESS
President	Sharon Stolz	403-526-8973	403-526-4477	403-866-8973	wyett1@telus.net
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Secretary	Val Brade	403-487-3331	403-527-3371	n/a	vbrade@shaw.ca
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	MHCBE#20 Custodial (1 vacant position)				
	MHSD#76 Clerical (1 vacant position)				
	MHSD#76 Ed. Asst. (3 vacant positions)				
	Prairie Rose Cust. (1 vacant position)				
3 year Trustee	Chris Schmidt	403-928-6653	403-527-3750	403-928-6653	zoodlecrew2@yahoo.com
2 year Trustee	Colleen Petryshyn	403-504-0064	403-527-6641	n/a	cpetrysh@telus.net
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