



February 2014 Canadian Union of Public Employees Local 474

Quality is Our Work.



**Attend the General Meeting.
Be a Winner!**

We will be providing door prizes of movies, popcorn, calendar and a \$650 cheque at the up-coming General Meeting February 8, 2014



President's Message

2014 is a very important year to this Local because this is the year that, as a Union, we start negotiations with EPSB for a new Collective Agreement.

While we have all heard the from the Employer to do more with less, this does not mean that our work does not have value.

EPSB view their custodial workers as "human capital" which means that we have value because our efforts increase the value of the students and staff experience. Who would want to go to school in a dirty environment? Could you ask students and staff to learn and teach in an unhealthy environment? I know that a clean and healthy place to learn and study are necessary.

CUPE 474 is currently developing our Member Survey that will be mailed to your home address by April. There are going to be some questions that ask you to grade the importance of articles contained in the Collective Agreement that your Negotiations Committee has indicated are areas that need to be addressed.

At the bottom of the survey there will be an area where you can bring up any other issues that you think are important during negotiations.

Please remember that your answers form the basis of our proposals to EPSB.

Let's band together in Solidarity.

In solidarity,
Barry Benoit, President



PLEASE POST

Grievance Chat

CUPE 474 would like to remind the membership about some information that may affect you.

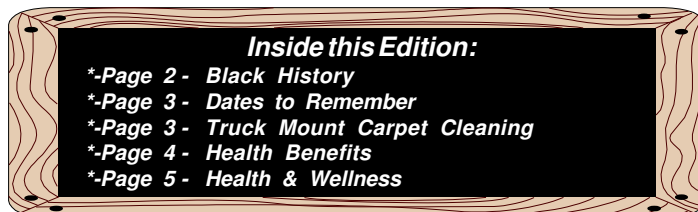
1. The Employer has put a process in place where they have been monitoring the behaviors and practices of some of our members that are off on sick leave with pay.

Let us put that another way: The Employer is watching members off on sick leave to see if they are for example, shoveling snow at home and have a back or lifting restrictions, or are working at another job when they are supposed to be at home recovering from their illness while on paid sick leave.

CUPE Local 474 Grievance Committee would like all members to know that if you are off on sick leave with pay, follow the advice and direction from your professional medical doctor. Failure to do so may result in a discussion with your Employer that could involve Article 16 from our collective agreement, *Discipline and Discharge*.

If you have any questions, about this or any other collective agreement matter, please let the Grievance Committee know.

Grievance Committee: (Co-chairs - *Sonny Kalynchuk, Barry Benoit*), *John Vradenburgh, Neil Garbe, Stephanie Spencer, Wayne Curry*.



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Tax Time

For all Local 474 members, we will be able to assist those who require help with filing their income tax returns. Revenue Canada will be providing the training and computer software for our office, and the Local will be ready **March 1, 2014 until the end of April 2014**. The assistance is provided free of charge to Local 474 members only.



However, we cannot complete returns with income from:

1. Capital gains or losses;
2. Farming income;
3. Rental income;
4. Self-employment income;
5. Business or professional income;
6. Fishing income.

If you want assistance with your tax return, please call the Union office at 447-5858 and schedule an appointment. Make sure you bring all of your T4's and any other necessary documents with you to your appointment. We'll complete your taxes and call you when they are ready.



\$650.00 Cash at Meeting

CUPE Local 474 provides a door prize at every monthly general membership meeting of a twenty-five (\$25) dollar cheque from CUPE Local 474. This will be one of the door prizes at each meeting. In order to win the prize the following conditions apply:

1. You have to be present at the general meeting.
2. The potential name will be selected out of the membership list.
3. If the member is not present, the door prize amount will be forwarded to the next meeting.
4. The door prize amount will increase by \$25 each meeting until a winner is declared.

At the January meeting, the member whose name was drawn was not in attendance. Therefore at the February General Meeting the prize amount will be increased to six hundred and fifty (\$650.00) dollars. Be there and be a winner!



CUPE celebrates Black History Month

As we celebrate Black History Month, let us remember Nelson Rolihlahla Mandela, the first president of a democratic South Africa, and one of the greatest leaders of our time. His conviction and courage in the struggle against apartheid and racial discrimination made him a true champion of equality and justice.

While we acknowledge Black history in other parts of the world, it is also important to know some facts about Black history here in Canada.



One of Canada's first major challenges to racial segregation happened in 1946, when Viola Desmond, a black business woman, refused to sit in the balcony of a theatre in New Glasgow, Nova Scotia. Instead, she sat downstairs in an area designated exclusively for white people. Desmond's action took place nine years before Rosa Parks was arrested for refusing to give up her seat to a white man on a bus in Alabama.

CUPE's own anti-racism work is shaped by an analysis of the root causes of racism, in colonialism, imperialism and the historical exploitation of people of colour throughout the world.

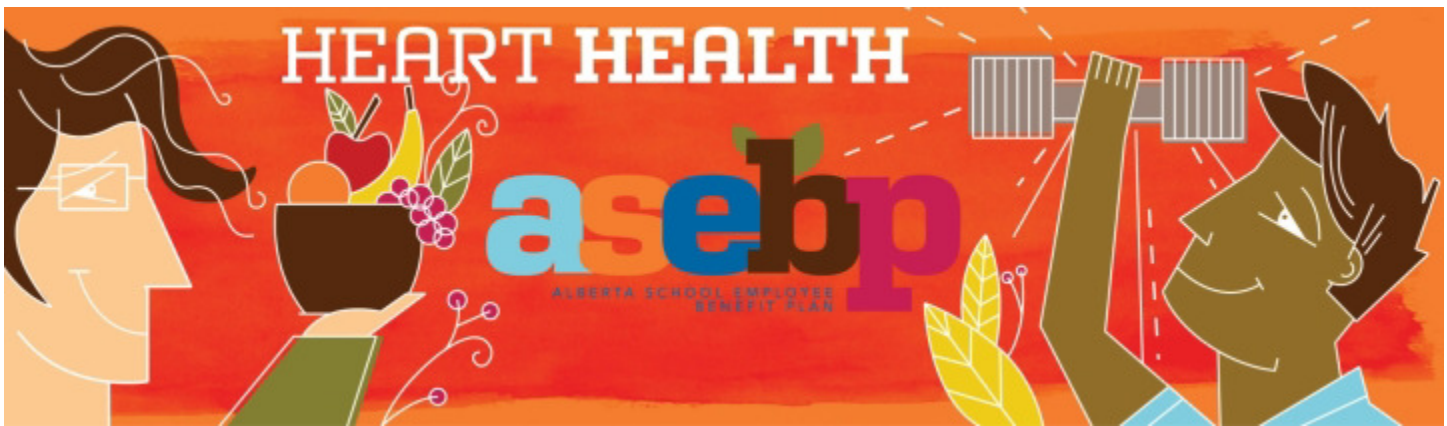
At our 2013 National Convention, delegates unanimously supported a resolution to establish The Ed Blackman Worker of Colour Award, to be presented at each National Convention beginning in 2015. This award will be presented to an individual to recognize achievement and activism in ending racism, promoting diversity, and advancing equality and social justice for people of colour.

The late Ed Blackman, a committed trade unionist on the local and national scene, was a founding member of the CUPE National Rainbow Committee and a prominent leader in our union. For many years he served as President of CUPE Local 500 (City of Winnipeg) and as a General Vice-President on CUPE's National Executive Board.

An award in Brother Blackman's name is a fitting tribute to his legacy and contribution to the labour movement, and we hope CUPE members will continue to strive for racial justice in his memory.

We hope your local will join us in celebrating Black History Month throughout February, and reflect on what you can do to make the world a more inclusive place.

In solidarity, Paul Moist, National President and Charles Fleury, National Secretary-Treasurer



We all want to keep our hearts healthy throughout our lives. But if heart disease runs in your family or you already have high cholesterol or high blood pressure, heart health can be even more of a concern. You can't do anything about certain risk factors for heart disease like age, gender, family history, ethnic background or prior history of stroke. However, there are many other things within your control that, in the long run, can make a big difference and reduce your risk.

What can you control?

- Manage your weight through healthy eating and regular exercise.
- Maintain a balanced diet.
- Learn about your blood cholesterol levels and ask your doctor how to maintain good cholesterol and reduce bad cholesterol.
- Find out if you have high blood pressure and ask your doctor for help to reduce it if it is too high.
- Examine your stress and develop strategies to better cope with various situations.
- Keep alcohol consumption to a minimum.
- If you are smoking or using tobacco, seek a means of support to help you quit.
- Learn about diabetes and how to prevent or manage it. You can find information and resources on the Canadian Diabetes Association website.

Stress and heart health

Life can be complicated and you may find that from time to time, your stress levels are elevated. Day-to-day stress can make it harder for you to make healthy lifestyle choices, which, over the long run, can put you at a higher risk for heart disease. By managing your stress, you help your heart!

Have you noticed how people with high energy levels and smiles on their faces always seem so healthy? A lot of this has to do with attitude—a positive attitude. Wake up each morning grateful for the day, focusing on good outcomes and planning things that will make you smile and laugh.

Relax! There are so many relaxation techniques, including yoga, prayer and meditation. Take some time in the day for

focus on your breathing. This alone will help lower blood pressure and help you cope with your challenges.

Commit to healthy eating

Become familiar with the *Canada Food Guide* to be sure you are eating plenty of fresh and/or frozen fruits and vegetables, whole grains, low fat dairy products and lean proteins. Learn about dietary fats—what's good, what's bad and how much you should be having every day. Take time to read nutrition labels and shop mainly on the perimeter of the grocery store.

There are many strategies and lots of advice on eating well. The Heart and Stroke Foundation has an excellent brochure, *Eat Well. Live Longer*, that can help you set up your healthy eating strategy.

Finally, don't forget to move your body. Get outside. Take a walk, play a game that gets your heart rate up and engage family or friends in a physical activity. It's important to find an activity you enjoy so it's time well spent.

The Heart and Stroke Foundation offers a Heart and Stroke Risk Assessment. Visit their website and build your plan for a healthy heart!

Sources

Heart and Stroke foundation resources – www.heartandstroke.com. Search for:

- Heart disease conditions
- My Risk Assessment - Stress and cardiovascular disease – www.world-heart-federation.org

Canadian Diabetes Association – www.diabetes.ca

Canada Food Guide – www.hc-sc.gc.ca

Phone: 780-431-4786 | Toll-Free: 1-877-431-4786

benefits@asebnp.ab.ca | www.asebnp.ab.ca

Suite 700, Weber Centre, 5555 Calgary Trail, Edmonton AB T6H 5P9

Out in the Cold

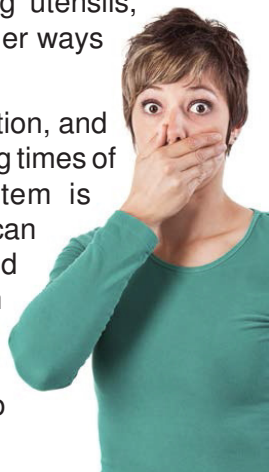
No one likes having cold sores or kissing someone who does. But these tiny, fluid-filled lesions on and around the lips are extremely common. About 90% of adults worldwide test positive for evidence of the virus that causes cold sores, even if they've never had symptoms.

Cold sores result from a herpes simplex virus (HSV), which can also cause fever blisters or genital herpes. Cold sores can spread from person to person by close personal contact or by sharing items such as toothbrushes or towels.

Sores themselves have several stages. There may be a tingling sensation around your lips before blisters erupt. Then the blisters burst, leaving open sores that ooze fluid before crusting over.

Cold sores are contagious when they're oozing fluid, but the virus can be passed on even when you have no blisters. Besides kissing, sharing utensils, toothbrushes, and towels are other ways they can spread.

There's no cure for an HSV infection, and sores can recur, particularly during times of stress or if your immune system is weakened. Antiviral medications can help sores heal more quickly and work best if you take the medication as soon as the symptoms show. Medications can sometimes be taken regularly in an attempt to prevent recurrences.



To dodge cold sores, remember to wash hands frequently, avoid sharing personal care items, and don't kiss someone with a sore, no matter how tempted you may be.

Did You Know?

To reduce your risk of developing colon cancer increase your intake of dietary fibre, fruits and vegetables.



Get adequate amounts of vitamin D

every day. Vitamin D is vital to boosting your immune system – your first defence in preventing cancer.

Many household cleaning products contain toxic chemicals. Always wear protective gloves when using them.

Colorectal cancer is one of the leading causes of death in Canada, but it's also one of the most curable forms of cancer when caught early.

Thanks For My Memory

Contrary to popular belief, memory loss is not a normal part of aging. No matter how old you are, there are things you can do starting right now to protect your memory and even enhance your cognition:

1. Walk. One of the best things you can do for your brain is to get regular exercise. Research has found that walking at least six miles a week can prevent brain shrinkage and memory loss.

2. Eat right. Eating fruits and vegetables that are high in antioxidants (e.g., blueberries) contribute to the development of healthy cells, and foods abundant in omega-3 fatty acids (e.g., salmon, flax seeds) boost cognition. Flavonoids (which are in many fruits and vegetables as well as whole grains, soy foods and tea) seem to support brain-cell structure and function.

3. Stress less. Reducing stress is crucial to protecting your memory. The stress hormone cortisol damages brain cells over time. The negative effects of chronic stress also make it more difficult to create and retrieve memories.

4. Get social. Being socially active helps maintain good brain function because it reduces stress plus tends to involve activities that challenge the mind. Try playing bridge or taking art classes.

5. Sleep tight. Sleep is vital for memory consolidation, which is the process of forming and storing new memories. Sleep deprivation reduces the growth of new neurons in the brain.



6. Butt out. Smoking is extremely detrimental to brain health because it constricts the arteries that deliver oxygen to the brain. Smokers score lower on memory tests than nonsmokers.

7. Brain boost. Brain exercises help you work your mental muscles. Challenge your mind with Scrabble or Sudoku. Learning new things, like a new language, helps keep you sharp – and at the very least keeps life interesting.

