



Local NEWS

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

We will be providing door prizes

President's Message

Over the last two General Meetings, the Membership elected two people to the Cupe 474 Executive Board. Please join me in congratulating Barry Belland as a three year Trustee and Mary Panchuk as the General Vice President of Edmonton Public Schools.

The Cupe Local 474 Executive Board has made the decision to concentrate their full efforts on advocating for members through representation and contract negotiations this Spring. As a result of this decision, CUPE Local 474 will not be providing income tax return service for the members and their families for this tax year. Members can contact the office to find out where free tax preparation services are offered throughout the city.

Cupe Local 474 will be sending 8 delegates to the CUPE Alberta 67th annual Convention on March 15 to 17 in Red Deer this year. The purpose of Convention for CUPE AB is to provide the membership the ability to direct the CUPE AB Executive Committee to act towards the goals and objectives of CUPE AB until the next Convention.

CUPE Local 474 is joining with the Edmonton District Labour Council to promote labour friendly candidates for the upcoming Municipal elections in October. If you would like to assist or would like more information, please contact the office.

Published by the Local 474 Membership

February 2017



2016 Tax Year

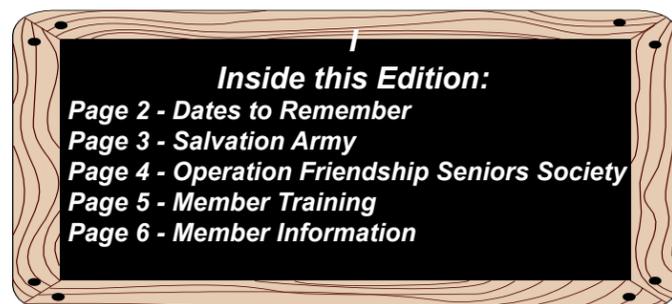
It is with regret that we inform you CUPE Local 474 will not be providing income tax return service for the members for this year. Should members require free income tax preparation services, they can access the website below. Members may contact the office for this information as well.

<http://www.cra-arc.gc.ca/tx/ndvdl/vlntr/clncls/edmonton-ab-eng.html>

Union Election

At the March 11, 2017 General Meeting, we will be electing a 1 year Trustee .

As per CUPE 474 bylaws, to be eligible to run for this position, you must have attended 5 General Membership meetings between March 2016 - February 2017.



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**Union Representation 780-447-5858
Monday to Friday 8:00 am to 4:30 pm**

February 2017

EPSB Custodial PD Opportunities March 2, 2017

Registration must be on line through Staffzone

Condensing Boiler Seminar

Kern Industries will present a seminar on condensing boilers and how they work. A comparison will be made between conventional boilers and the economies gained through the use this new type of heating units. In this seminar you will learn about combustion of boiler fuels, heat transfer, conventional boilers- fire tube & water tube and condensing boilers.

March 2, 2017 from 8:00 - 11:30 a.m.

Water Treatment Seminar

In this session you will learn about:

- Hot water heating systems-closed loop
- Steam heating systems-closed loop
- Objectives of boiler water treatment programs
- Water testing

Course Code: CUS1231

March 2, 2017 from 1:00 - 4:00 p.m.

Control of Higher Risk Custodial Hazards

This session discusses higher risk custodial tasks, such as winter grounds maintenance, preventing slips, proper lifting, material handling, PPE use, etc., in addition to addressing any questions that staff may have

Course Code: OHS5604

March 2, 2017 from 1:00 - 2:30 p.m.

Practical WHMIS: How to ensure you comply with WHMIS

This session offers real examples of what needs to be done to comply with WHMIS legislation.

Course Code: OHS5605

March 2, 2017 from 3:00 - 4:30 p.m.

Registration must be on line through Staffzone.

CUPE Local 474 recommends that you get your Supervisor's approval prior to registering for any Professional Development sessions.

Dates to Remember

February 6, 2017	Custodial PD Day
February 11, 2017	General Meeting
February 20, 2017	Family Day

View and Provide Consent for your T4 on PeopleSoft for EPSB Members

1. Once you've logged into PeopleSoft, Select Self Service from the Menu. Next, go to Payroll and Compensation.
2. Select "View T4/T4A Slips".
3. View Slip by selecting "Year End Slip".
4. PeopleSoft will display the most current tax slip. Select "View a Different Tax Year" to view slips from previous years.

First time users on PeopleSoft

1. Once you've logged into PeopleSoft, Select Self Service from the Menu. Next, go to Payroll and Compensation.
2. Select "T4/T4A Consent".
3. Select the check box to either provide or withdraw consent or to receive electronic T4/T4A slips. *Once consent has been granted, there is no need to provide consent again (e.g. annual basis).
4. Select "Submit".

Caring for Each Other

Gourmet fruit baskets, flowers or a card were sent to the following members that were off work for over 5 days:



William Vivanco, Perla Hernandez, Pauline Cardinal, Shirley Maratovic, Mohini Sewak, Amanda Anderson, Arnold Tirao, Pete Tirao,

Our sympathy goes out to the following member and their families for the loss of a family member:

Darrell Lastiwka and Maxine James.



Giving
Hope
Today

Collective Agreement Salvation Army

CUPE Local 474 Membership and Salvation Army have ratified a new Collective Agreement. We are working with the Major to bring you the details of all the changes to the new agreement and hope to have that document for you soon.

Collective Agreement Changes

Article. 12.06 Posting of Schedules

Work Schedules shall be established by Employer and will be posted in each department, Fourteen (14) calendar days in advance. The schedule will show the shifts to be worked and the days scheduled to be off duty.

Article 13:07 Uniforms

Uniforms will be supplied when required

Article 17:01 Bereavement

Brother in law and sister in law as well as nieces and nephews have been added to bereavement leave with the employers approval.

Vacation Planner for Salvation Army Members

It is that time of year to think of your vacation requests. All request have to been submitted by March 1, 2017 once approved by the Employer, vacation schedule will posted by April 1, 2017.

Requests for vacation submitted after March 1, 2017 will be dealt with on a first come, first serve basis.

Remember all vacation requests will be subject for approval by the Employer.

Workplace Injuries

Have you ever injured yourself on the job and not reported the injury?

If so, you are not alone. There are all kinds of reasons why our members don't report it when they have an accident or injure themselves on the job. Here are some common ones.

1. My supervisor won't like it.
2. I don't want people to think I am a whiner or trying to get out of work.
3. It's too much hassle.
4. I'm not sure who I am supposed to report to.
5. I'm already on light duties so everyone is going to say I'm accident prone.
6. I don't think I need time off, So I don't have to report it.
7. I'm embarrassed because I was rushing to get all my work done and I did something I knew was not so smart.

Does any of this sound familiar? Think about what would happen if your injury did not get better. That painful shoulder may need surgery. An untreated injury can get worse over time. A cut can get badly infected. Your back pain may get so bad it becomes impossible for you to even get in the car to come to work.

Reporting an injury is important for two reasons. First, if it happened to you it can happen to someone else. Reporting is a way of looking out for each other. Second, it is important to protect yourself if the injury turns out to be more serious than you first thought.

No one should be blamed or made to feel bad when they hurt themselves at work. Every injury or accident should be treated as a learning experience about how the job can be done without risk of injury. Are two people needed instead of one? Are there hazards that need to be fixed or old equipment that need to be replaced?

Protect yourself and your co-workers. Report all injuries.



Operation Friendship Seniors Society Contract

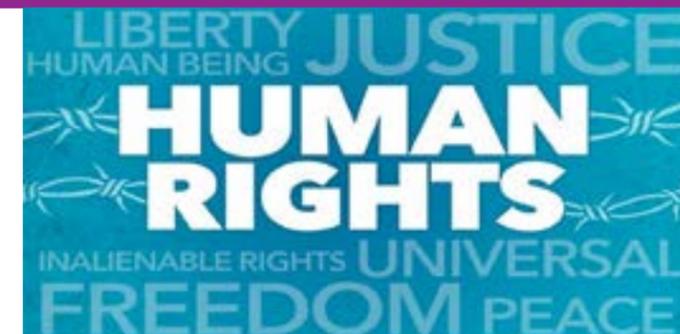
Our current collective agreement expires on March 31, 2017, and CUPE Local 474 OFSS Bargaining Team is currently in bargaining with the Employer for a new collective agreement. .

Act of Kindness

Driving home from work, Roger (a member of 474) was listening to 630 CHED when he heard a touching story about a young mother who was working three jobs just to take care of her family. Working both a full time and a part time job himself, Roger was immensely moved by the woman's story. It was in around the same time Roger renewed his lease and was entitled to a December free rent. So he found himself with the unexpected means to do something truly special for others, so he dedicated what would of been rent money to help many in need.

Member Engagement

CUPE Local 474 is always looking for more involvement from our members. If you would like to become more involved, please contact the Union office. CUPE 474 can provide training and information to help you help our members.



Reflect on Black History Month

The population of Canada is approximately 33,777,304. There are 662,000 (just over 2% of the total population) that are considered African Canadian. Black people in Canada make up 17% of the visible minority groups in Canada; the third largest visible minority group. There are 152,195 African-Canadians in Alberta with 3.8% living in Edmonton.

Until the 1960's, almost all black Canadians migrated from the United States of America. These immigrants formed Canada's earliest African-Canadian communities and closely link the histories of the two countries; thus African-Canadian history is very closely connected to African American history. Both African-Canadians and African-Americans, according to data, experience similar life experiences when it pertains to problems of race.

Canada has been ranked among the most racially tolerant societies in the world. Unfortunately, Canada has problems of racial inequality but not as intense as exists in other parts of the world.

Discrimination is a problem for African-Canadians whether in Canada or the USA. The intensity may differ by several degrees but, nonetheless, the problems are still there. The statistics differ in numbers but the common problems do exist.

This is an issue that must be solved. Eliminating these problems of racial inequalities will help Canada move forward with every citizen pushing our dreams and ideas into the future.

**EDLC Annual Labour School
February 24, 25, & 26, 2017**

The Edmonton District Labour council has sent us information about their Annual Labour School. CUPE Local 474 has sponsored many members in the past that have participated in this school. Courses offered this year are as follows:

- Basic Shop Steward** - This course is designed for new stewards.
- Advanced Shop Steward** - This is the second level for stewards.
- Contract Interpretation** - Understanding your collective agreement and how it reads.
- Collective Bargaining** - Know more about the bargaining process.
- Conflict Resolution** - Managing workplace disputes.
- Municipal Elections 2017** - This will build the skills you need to help elect a strong voice.
- Retirement Planning/Pensions** - To better understand retirement planning and pensions.

If you would like more information on this opportunity please contact the Union office.



Training Workshops from CUPE

- Influencing Politicians**
Participants will learn to lobby local level politicians, which will be arranged by CUPE.
February 11, 2017
- Pensions**
Introduction in understanding how your pension works.
February 24 & 25, 2017
- Steward Learning Series**
What's your role as a steward. Learn about mental health and human rights in the workplace.
March 3 & 4, 2017
- Duty to Accommodate**
Learn how to help with accommodations for your members.
March 10 & 11, 2017

Introduction to Health & Safety
Learn the basics on the right to refuse, identify workplace hazards and the basic role of health & safety committees.
April 21 & 22, 2017

The Location of the training will be:
CUPE Alberta Regional Office
300, 10235 124 Street NW
Edmonton, AB

Interested in taking one of the above courses?
Please contact the Union Office to register.



Local 474 at AFL Jasper School

Gary Warren, Mario Pailamilla, Dorothy Whalen, John Vradenburgh, Jared Matsunga Turnbull and Stacey Tubbs.

Staying in Touch

This newsletter is for you. Please contact us if you would like something included.

President: John Vradenburgh
Cell: 780-446-5688
Business Agent: Barry Benoit
Cell: 780-446-9821



10989- 124 Street
Edmonton, Alberta, T5M 0H5
Phone:780-447-5858
Fax: 780-447-4999
E-mail:cupe474@telusplanet.net

**AFL Jasper
Picture of the
WCB GROUP**

