



# Local NEWS

**Attend the General Meeting  
Be a Winner!**  
We will be providing door prizes

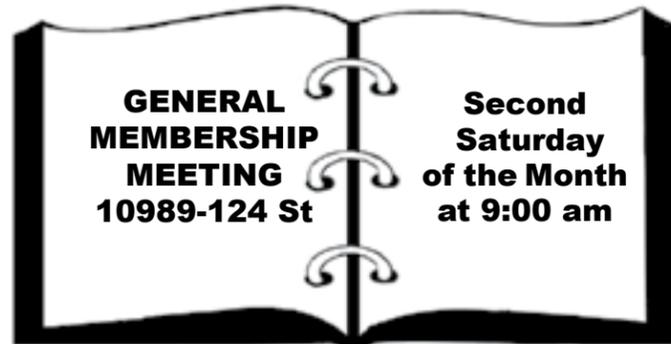
## President's Message

CUPE Local 474 membership at Operation Friendship Seniors Society have reached a Memorandum of Agreement with the Employer. That means these members have a new collective agreement that will be in place for the next three years. I would like to thank the members for all their support before, during and after bargaining, we could not have achieved this without it.

The next two collective agreements for the Local to bargain will be Edmonton Public Schools and the Alberta Workers Health Centre in the fall. The Negotiating Committee would like to thank all the folks that have filled out and returned their bargaining surveys, we want to know your priorities when we get to the bargaining table.

The Social Committee is hard at work planning and preparing for our annual BBQ. A couple things I should mention here; the location of the event has changed. The Committee has responded to the membership and the event will be at the **Chateau Louis 11727 Kingsway Avenue**. The other aspect of this year's event is that should be mentioned is that it will be held on the first Saturday in June, about a week later than in previous years.

# April 2017



## EPSB Custodial Mentor

We are pleased to announce that Kristin Salahub has been selected as our **New Custodial Mentor**.

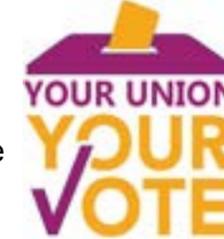
Kristin will be working out of The Career Transitions Department in Human Resources to provide **confidential non-evaluative support**. He can be contacted via email.

Kristin's primary responsibility will be to provide mentorship and coaching support to Head Custodians that are new to their role and responsibilities. This service will be provided at no cost to schools. That means it's free, so take advantage of this service if you need to.



## Union Elections

It's right around the corner, CUPE Local 474 Elections. At the June 10, 2017 General Meeting, there will be elections for the following: President, Recording Secretary, Member at Large, Social Convenor, Warden, Trustee, 3 Grievance Committee members and 4 General Vice-Presidents (one for each Bargaining Unit) As per CUPE 474 bylaws, to be eligible to run for this position, you must have attended 5 General Membership meetings between June 2016 - May 2017.



## Dates to Remember

April 8, 2017	General Meeting
April 14, 2017	Good Friday
April 17, 2017	Easter Monday
April 28, 2017	EPSB PD Day, Day of Mourning

## ASEBP Retirement Seminar Thursday April 6, 2017

There will be an retirement information seminar in McCauly Chambers, at the Center for Education from 5 to 7 pm. There is no charge for this seminar and your spouse or significant other are encouraged to attend with you.

Doors to the Center for Education will be open until 8pm. Parking is free, in the underground lot. Participants are being encouraged to carpool as parking is limited. When entering or exiting, please use the doors that face the Royal Alexandra Hospital.

To register contact:  
Eunice Rosenthal 780-429-8168

## Alberta Workers' Health Centre

The Alberta Workers' Health Centre believes that every worker is entitled to a safe and healthy workplace. We support all workers, who need assistance to make their workplaces healthier and safer, or who request help as a result of workplace injuries or illnesses.

- We do this by:
- Acting as a point of first contact for workers seeking help
  - Providing workers with education and information to help them solve workplace health and safety problems
  - Raising public awareness about workplace health and safety issues

General Information:  
info@workershealthcentre.ca  
600, 12323 Stony Plain Road  
Edmonton, Alberta T5N 3Y5  
Phone: 780-486-9009  
Toll Free: 1-888-729-4879  
Fax: 780-483-7632

## 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: Foto Berhane, Dorothy Whalen, Belinda Liaw, Flor Pagsanhan, Alganesh Gebreyesus, Marcelo Valdez, Dianne Sonnenberg, Abera Fissehaye and Gene Gutierrez.

Our sympathy goes out to the following members and their families for the loss of a family member: Monica Inostroza, Irene Mpungu, Mario Manginsay, Palo Benigno and Ghidey Ghebreyesus.



### Operation Friendship Seniors Society New Contract

We like to announce that on March 27, 2017 at the ratification meeting the new collective agreement was passed by OFSS members.

We like to thank the CUPE Local 474 OFSS Negotiation Committee for all their hard work on bargaining for the new collective agreement.

If you have any questions about the new agreement or if you just need some clarification, you can call the Union office at 780 447 5858.

### OFSS Dinner and Silent Auction

The annual Operation Friendship Dinner and Silent Auction will be held on May 29, 2017 at the Radisson Hotel, 4440 Gateway Blvd. The Union supports this event by purchasing tickets, so if you are a member of Operation Friendship and interested in attending please contact the Union Office at 780-447-5858.

### New Members

In Alberta, workers paying union membership fees (union dues) are not automatically a member of their union until they apply to join. To become an initiated member of Local 474, you may do so by: phoning your Union office at 780-447-5858 to make an appointment, coming to a General Meeting, or dropping by the Union office at 10989 – 124 Street, Edmonton.



### What is Bullying?

Bullying is when people repeatedly and intentionally use words or actions against someone or a group of people to cause distress and risk to their wellbeing. These actions are usually done by people who have more influence or power over someone else, or who want to make someone else feel less powerful or helpless.

Bullying is not the same as conflict between people (like having a fight) or disliking someone, even though people might bully each other because of conflict or dislike.

Bullying can happen anywhere. It can be in schools, at home, at work, in online social spaces, via text messaging or via email. It can be physical, verbal, emotional, and it also includes messages, public statements and behaviour online intended to cause distress or harm (also known as cyber-bullying). But no matter what form bullying takes, the results can be the same: severe distress and pain for the person being bullied.

### How bullying can affect other people:

Bullying can have a negative impact on everyone – it is not just a problem for victims and bullies. If you see or know of others been bullied you may feel angry, fearful, guilty, and sad. You may also feel worried that the bullying could happen to you.

When bullying isn't stopped or challenged by anyone it can create an environment where bullying is accepted and where everyone feels powerless to stop it.

You have a right to feel safe and to be treated fairly and respectfully. Bullying is a serious problem with serious mental and physical impacts. Bullying can violate many of your human rights including:

- your right to be free from mental, emotional and physical violence
- your right to education
- your right to a safe work environment

### EPSB Custodial PD Opportunities April 28, 2017

#### My ASEBP and Health Spending Account

In this session, you will learn how to register for a My ASEBP account. The following information will be included:

- How to view your coverage information
- How to use the Drug Inquiry Tool
- How to submit a (HSA) expense
- How HSA credits work
- Expenses eligible for reimbursement through your HSA
- How to submit eligible expenses through My ASEBP

**Course Code: CUS1227**

**April 28, 2017 from 9:00 - 11:30 a.m.**

#### Dynamics of Conflict: End the Drama

When we are in conflict, we usually see the other person as the bad guy. Explore the root causes of interpersonal conflict and how to move beyond the cycle of drama we create for ourselves. Participants find insight into their own conflicts and become more effective in supporting others who are in dispute.

**Course Code: CUS1233**

**April 28, 2017 from 10:30 - 12:00 p.m.**

### EPSB Custodial PD Opportunities April 28, 2017

#### Team Building Working with different Approaches to Conflict

Personality differences can lead to miscommunication and disagreement. This is a fun, interactive workshop to help participants understand more about how they naturally handle conflict. Participants learn strategies and communication skills to make the most of their style and to work better with people who approach conflict differently.

**Course Code: CUS1232**

**April 28, 2017 from 8:30 - 10:15 a.m.**

#### How to Apply for Internal Postings & Understanding Piipoint

Learn how to find and apply for jobs in the upgraded PeopleSoft version known as "Careers". The new version offers you additional features to help you in your search and to keep track of jobs that you have applied on. In this session you will also get an introduction to viewing your personal employee file and how to update the resume that supervisors will see when you apply on jobs.

**Course Code: CUS1229**

**April 28, 2017 from 1:00 - 3:30 p.m.**

#### Tips and Updates for Head Custodians

The session is designed for head custodians. It will provide updates and strategies related to cleaning products, safety, carpet cleaning and small engine maintenance. Participants will be able to view a number of new products and tools.

**Course Code: CUS1234**

**April 28, 2017 from 8:00 - 12:00 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.**

## 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



## Recognizing Local 474 Members



# CUPE LOCAL 474 ANNUAL BBQ

June 3, 2017  
Chateau Louis  
11727 Kingsway Avenue

**TICKET PRICE:**  
**\$25.00 PER PERSON**

**BUY TICKETS:**  
Available from your Executive  
Members or the Union Office

**DEADLINE FOR TICKETS:**  
Friday, May 26, 2017

**TIME**  
Cocktails: 5:30 p.m.  
Dinner: 6:30 p.m.  
Dancing: 8:30 p.m.  
Cash Bar



Come and enjoy a night with friends  
at the best BBQ in Town

Dance to the music of a DJ  
Tons of Door Prizes &  
Spot Dances

**FOR MORE INFORMATION:**  
Please contact the Union Office at 780-447-5858