



Local NEWS

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

President's Message

CUPE Local 474 would like to thank all the members and special guests that came out to help celebrate the retirement of twenty-two 474 members on October 28. A big thank you to the CUPE 474 Social Committee for all the effort and energy they put forth to make this event happen.

Speaking of parties, it is not too early to talk about the CUPE 474 Children's Christmas Party. This year, the party will be on December 16 at West Edmonton Mall Galaxy Land. I would like to remind everyone to call the office as soon as possible to reserve your tickets. Last year, we gave all of the tickets away, (2000!), so call the office to make sure you get tickets.

On November 25, CUPE Local 474 will be hosting our annual Economic and Policy Conference. This is where we create a budget for the 2018 year as well as plan the activities, events, and directions we, as a Union, want to undertake in the coming year, and beyond. All members are welcome to attend, if you are planning to attend, please call the office. The Conference will be from 9 AM to 4 PM and a lunch will be provided.



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November 2017



Mrs. Velma E. Baker

On Monday October 23, CUPE Local 474 former President Velma Baker passed away. Velma spent her life helping people. We were lucky to have her as our President, our sympathy goes out to her children, grandchildren and great grandchildren.



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

November 2017

Dates to Remember

November 11	Remembrance Day
November 11	General Meeting
Nov 25-Dec 6	White Ribbon Campaign
December 9	General Meeting
December 16	Children's Christmas Party WEM
December 25	Christmas Day
December 26	Boxing Day

Holiday Recess for Christmas

Holiday recess for schools is from December 25, 2017 to January 5, 2018. During the first week, the work days are as follows: December 27, 28 and 29 are regular hours, December 25-26 public holidays. The second week, January 1 a public holiday, regular hours on January 2, 3, 4 and 5th, 2018.

Caring for Each Other

Gourmet fruit baskets, flowers or a card were sent in September to the following members that were off work for over 5 days: Ravindra Naicker, Franca Sellitto, Rodolfo Recabar and Ruby Oiva.

Our sympathy goes out to the following members and their families for the loss of a family member: Terry Doherty, Alejandro Banzuela, Filomena Oyson, Jesus Villanueva, Arnold Elima, Sada Krishna and Pauline Cardinal.

White Ribbons

The White Ribbon Campaign (WRC) is a global movement of men and boys working to end male violence against women and girls. It was formed in November 1991 as a response to the École Polytechnique massacre of female students in 1989. The campaign was intended to raise awareness about the prevalence of male violence against women, with the ribbon symbolizing "the idea of men giving up their arms." CUPE 474 encourages all members to join with their Sisters, Mothers, Partners and Daughters by wearing white ribbons as a symbol of their opposition to violence against women. They are particularly encouraged to wear these during White Ribbon week which starts on November the 25th which is the UN Day for the Elimination of Violence Against Women. White Ribbon Week concludes on December 6th, the anniversary of the Ecole Polytechnique massacre.

Staying in Touch

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

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**November 5, Sunday –
Daylight Saving Time Ends**

EPSB PD Opportunities

Fierce Conversations: How to Have Effective Team Conversations & Confront Tough Issues

For Head Custodians and those aspiring to become Head Custodians

Understand the principles, objectives and transformational ideas of conversations and the value of gaining a variety of diverse viewpoints in decision-making. Identify bad habits around confrontation and create 60 second opening statements using real life issues.

Course Code LDR3535 or the Session SRN number 17186911353501.

Tuesday, November 21 8:30 – 3:30

Centre For Education

Deadline To Register is November 6

Staff Supervision and Evaluation for Head Custodians, Charge Hands & Spare Custodians

This professional development session on custodial staff supervision and evaluation is for Head Custodians, Charge Hands and Spare Custodians. The session will highlight requirements, strategies and processes regarding performance and conduct for custodial staff. The session will focus on reviewing District policy and regulation regarding supervision and evaluation of custodial staff, developing an understanding of requirements of supervision and evaluation, developing strategies and tools used in performance management, understanding progressive discipline, and the relationship between evaluation and discipline

Course Code LDR3513 or the Session SRN number 17186911351301.

Friday, February 9, 2018, 8:30 a.m. – 3:30 p.m.

(Lunch will be provided)

Deadline for Registration: January 30, 2018

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

Congratulations to the New Board of Trustees

These are the nine elected public school trustees to serve Edmonton Public Schools from 2017-2021.

- Ward A: Cheryl Johner
- Ward B: Michelle Draper
- Ward C: Shelagh Dunn
- Ward D: Trisha Estabrooks
- Ward E: Ken Gibson
- Ward F: Michael Janz
- Ward G: Bridget Stirling
- Ward H: Nathan Ip
- Ward I: Sherry Adams

Remembrance Day Service at City Hall

A Remembrance Day service will be held at City Hall to honour the achievements and sacrifices of those who served our country in times of war and peace.

The service will be led by the Commanding Officer of The Loyal Edmonton Regiment. His Worship, Mayor Don Iveson will also be in attendance.

Date: Saturday November 11, 2017

Location: City Room, City Hall

Time: 10:15-10:35am

Please note: Seating in the City Room will start at 9:45am and will be available on a first-come, first-served basis. There will be limited standing room. Seating must be completed no later than 10:10am, as the service will begin promptly at 10:15am.



An Editorial in 420 Words Becoming "Engaged"

Sprinkled throughout the October Local Newsletter were calls for engagement. "Contact us if you would like something included", "contact the Union office if you'd like to be more involved". So I thought that after more than 30 years of sitting on the sidelines, maybe it's time to be... "more involved".

Each and every one of us has something to say, something to offer, yet we allow ourselves to be pigeonholed into a stereotype of the dutiful custodian, or dare I say, janitor. When you pick up your dust mop at the beginning of your shift, do you stop being that which makes you unique during your free time? Do you stop being a gardener, a designer, a musician, a writer, a poet, a photographer, a small business owner, a politician, an accountant, an activist, a DJ, a parent, a grandparent, or simply, an individual with an opinion? Our Local contains some incredibly interesting people with a diverse range of talents and experiences, and if our newsletter is calling for engagement, I think it would be a good place to start the sharing and exchanging of thoughts and opinions.

When I read the October offering, it was my personal call to arms, so I stepped outside of my comfort zone to join the Newsletter committee with the hope that the sharing of my opinions will lead to discussion and perhaps encourage others to become engaged as well. When you pick up your dust mop to start your shift, DO NOT stop being what makes you unique. Rather, incorporate it into your job. You may enrich and encourage someone without even knowing it, just by being your unique and interesting self. Our Union is only as strong as we make it, so why not put that expertise and opinion to use here as well? Join a committee or just simply come to a meeting. Make your presence known someplace where it could make a difference.

So allow me to introduce myself. I'm Gord Flatt, Head Custodian at Fraser School (for the last 28 years which is a discussion unto itself). I am a writer, a musician, a producer, a poet, a gardener, a "left wing" activist, a parent, an accountant, an amateur photographer, a bad comedian, a power engineer, a healthy living advocate, a self-proclaimed music history expert and "dollar store" philosopher. What do I have to share with my brothers and sisters of Local 474? Simply, my opinions. Hopefully, discussion will follow. Until next month....



November is Fall Prevention Month!

Fall Prevention Month is a campaign that encourages Canadian organizations and individuals to come together to coordinate efforts to be more effective. Organizations are participating by planning activities and sharing evidence-based information on fall prevention. The Fall Prevention Month website at www.fallpreventionmonth.ca includes a Toolkit of resources to help organizations successfully organize fall prevention initiatives for November.

Key statistics in Canada:

- Falls are the leading cause of injury among older adults
- Falls in older adults account for \$2 billion in direct health care costs annually
- Over 1/3 of older adults will be admitted to long-term care after hospitalization for a fall

Members Engaging in Education



ANNUAL CHILDREN'S CHRISTMAS PARTY GALAXYLAND

West Edmonton Mall
SATURDAY
December 16, 2017
7:30 p.m. - 10:30 p.m.
Galaxyland Gates, Entrance #8,
West Edmonton Mall, Main Floor

Day passes for Free Rides are available for initiated members' families. The event sold out last years. Please call early to ensure that you get tickets for this event. Requests for more than 8 tickets will be placed on a waiting list and distributed the week of December 11-15, 2017.

To register children's names, phone your union office 447-5858 from November 2 to December 11 with the child's name, age, AHC number and relationship to initiated member.

REGISTRATION DEADLINE IS DECEMBER 11, 2017