



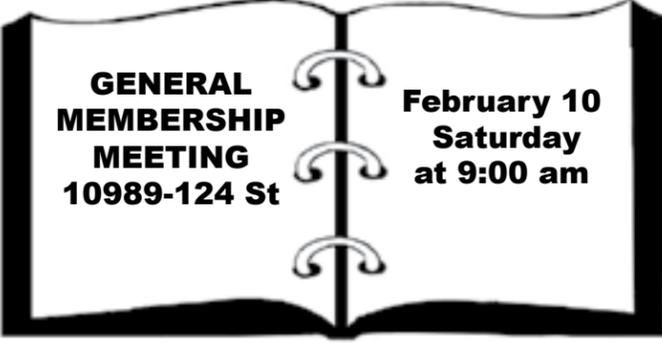
**Attend the General Meeting
Be a Winner!
We will be providing door prizes**

President's Message

I am happy to report that we have been able to reach a collective agreement with Friends of Medicare. This non governmental organization has been advocating for the expansion of public delivery of Medicare and advocates for greater coverage of services and we are pleased to represent the workers there. CUPE Local 474 will be joining the Canadian Labour Congress and the Alberta Federation of Labour in their campaign to have a National Pharma Care system, that is, where prescription drugs are covered, just like a visit to the Doctor's office is now. Canada is the only country in the world that has a National Health Care system yet does not have prescription drugs as part of the system. CUPE Local 474 will be teaming up with CUPE Alberta to launch a Provincial Political Action Campaign, more information on this will be coming shortly. We are also working with CUPE Alberta on a Joint Governance model for LAPP Pensions. If you would like more information on this or any other campaign please contact the Union office. Contract negotiations with Edmonton Public schools is ongoing. At the moment, we are working on improving for our members some of the processes in regards to how the Employer is operating the system. The Negotiating Committee is working hard to bring the best agreement to the members, this will take some time to achieve.

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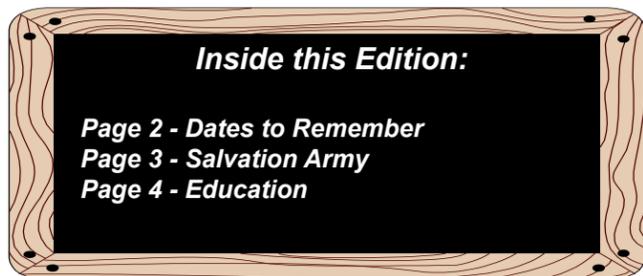


Snow Removal Safety: District Practices

Snow equipment of all types should not be used within 30 feet of any students or staff. Best practices through the Joint Health and Safety Committee advise that snow equipment should be shut down if people are entering or leaving schools/sites and are within this 30 feet area. It is your responsibility to discuss this with your Decision Unit Administrator the possibility that snow removal might take longer than it has previously. Please work with your Decision Unit Administrators to ensure that proper supervision is in place when appropriate to keep the students out of harm's way while you are doing your outside work with snow removal equipment.

REMEMBER! Snow removal is a District priority BUT not at the expense of safety of staff and students.

If you have any questions or concerns on this matter please contact us and we will pass them on to the appropriate departments.



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

February 2018



Gil McGowan and Jag Singh at AFL School

For your information, Filsan Ali and Jag Singh are Stewards representing O.F.S.S.



Take a stand against bullying on Pink Shirt Day,

On February 28, consider how the spirit of Pink Shirt Day can be demonstrated all year. Find simple ways to spread kindness throughout the school, from the classroom to the playground. Everyone in the school community has a role to play in creating a positive school culture. Being nice is always a choice worth making.

NO ACT OF KINDNESS, NO MATTER HOW SMALL, IS EVER WASTED.

Dates to Remember

- February 10 General Meeting
- February 9 PD Day
- February 19 Family Day
- February 28 Pink Shirt Day

Information Request

Have you or any of your employees missed work? Have you requested someone from Supply Services, to find out that there is no one available to cover your shift. If so we would appreciate your help with providing information on this issue. Please contact the office by phone or email. Thank you for your assistance.



Caring for Each Other

Gourmet fruit baskets, flowers or a card were sent in January to the following members that were off work for over 5 days: Sonia Nyandemo, Kalum Kuruppu, Dory Duhaylongsod, Eric Berdigan, Malkiet Deol, and Cecilia Katipunan



Our sympathy goes out to the following members and their families for the loss of a family member: Andy Chahal, Antonio Rubis, and Surja Nand



Giving
Hope
Today



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.



What is heart disease?

Your heart is a muscle that gets energy from blood carrying oxygen and nutrients. Having a constant supply of blood keeps your heart working properly. Most people think of heart disease as one condition. But in fact, heart disease is a group of conditions affecting the structure and functions of the heart and has many root causes. Coronary artery disease, for example, develops when a combination of fatty materials, calcium and scar tissue (called plaque) builds up in the arteries that supply blood to your heart (coronary arteries). The plaque buildup narrows the arteries and prevents the heart from getting enough blood.

How can I prevent heart disease?

Heart disease is preventable and manageable. Your best defense is controlling the risk factors that could lead to coronary artery disease, such as high blood pressure, high cholesterol, diabetes, smoking, stress, excessive alcohol consumption, physical inactivity and being overweight.

If you've been diagnosed with a heart condition, there are treatments to help you manage your illness. You can further reduce your risk by considering these heart-healthy steps:

- Be smoke-free.
- Be physically active.
- Know and control your blood pressure.
- Eat a healthy diet that is lower in fat, especially saturated and trans fat.
- Achieve and maintain a healthy weight.
- Manage your diabetes.
- Limit alcohol use.
- Reduce stress.
- Visit your doctor regularly and follow your doctor's advice.

Knowing Your EPS Collective Agreement

Recent changes to EPS regulations have created a different procedure for what to do with notes from your Doctor, when they are requested from your Supervisor. When your Supervisor makes a request, or if you have a note you wish to provide, these notes should be sent to Employee Health Services, as per the above noted regulation change.

Article 26, (f) states:

Before payment for sick leave is made, employees may be required to provide a certificate from a qualified medical or dental practitioner for sickness in excess of three (3) working days.

Friendly Reminder

When removing snow remember that some schools have vents on the outside of the buildings. These vents are fresh air intakes for the univents in the rooms of the schools, so lets make sure they are free of snow and debris.

Staying in Touch

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

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CUPE Workshops

Financial Essentials

This workshop is for all members in an elected position within the local Union.

February 23 & 24, 2018

Parliamentary Procedure

Learn how to participate in union meetings and conventions through formal proceedings.

March 9 & 10, 2018

Duty to Accommodate

Learn how to help with accommodations for our members.

March 23 & 24, 2018

Introduction to Health & Safety

Learn the basics of the world of health & safety.

April 6 & 7, 2018

Health & Safety Learning Series

Learn how to prevent mental health injuries at work, women & work hazards and violence prevention in the workplace.

April 20 & 21, 2018

Introduction to Stewarding

What's your role as a steward?

May 4 & 5, 2018

Women Speaking Up

This workshop is for women who want to feel more comfortable "speaking-up" in different situations.

May 18 & 19, 2018

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

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