



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

### President's Message

Happy New Year,

I would like to thank the Social Committee for making our Children's Christmas party at West Edmonton Mall Galaxy Land a success again this year. We had over 1600 people attend the event and it was great to see so many members and their families enjoy a fun evening together.

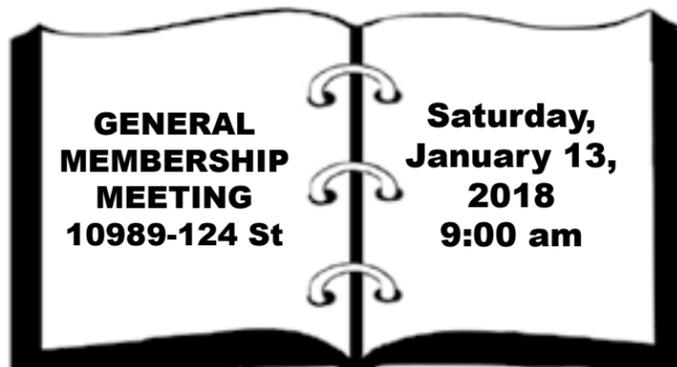
It was unfortunate that the Union was not able to have more of our members at the event. The office received many calls during the last two weeks prior to December 16 and we were unable to fill many of those requests for tickets. There was a total of 2000 tickets that Union was able to give our members, though 400 of them did not come to the Party. The Social Committee is aware of the ticket requests from each members as well as which members tickets were not at the Christmas Party. The Committee will meet this month to review all aspects of the Children's Christmas party including a review on how the Union will give out tickets next year to ensure more of our members can attend.

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## January 2018



The recent cold weather over the Christmas break is an example of why Head Custodians need access to the controls of their heating system. It is hard to estimate how many of the floods could have been prevented if the Employer authorized a Custodian to check the building over the unoccupied periods of the Christmas break. Four days of unoccupied at EXTREME temperatures is a disaster waiting to happen, especially when schools Energy Management Systems are set to "save energy" over unoccupied periods. CUPE Local 474 likes to save energy and reduce as much carbon as possible too, however, there has to be a balance between saving a couple of dollars on energy versus some extensive, expensive, unplanned building renovations. Power Engineers in our Schools could have run their fans for periods of time, to at least bring the internal temperature of the building to a less than freezing temperature instead of neglecting the building until there were frozen water lines. It is embarrassing to think that the School Board determined to not request a small commitment to our Members and the current Power Engineers in each school with heating plants under 750 kW to check the school, and instead chose to save a few dollars in overtime costs and put their trust into the Energy Management System.

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

January 2018

### Union Update

CUPE Local 474 and the Employer for Public Interest Alberta have been able to agree on a contract. We are just finalizing a few parts of the document. Our Friends of Medicare contract will begin bargaining on January 10 and we are hopeful there will be an agreement by next month. Our Alberta Workers Health Centre Bargaining unit will be able to come to the bargaining table on February 26. Bargaining with Edmonton Public Schools is ongoing. We have managed to agree on a few outstanding proposals and I believe we will have a lot more meetings before the Local can call the Members to a ratification vote.

### EDLC Annual Labour School February 23, 24, & 25, 2018

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 (2 classes)** - This course is designed for new stewards.
- Contract Interpretation** - Understanding your collective agreement and how it reads.
- Health and Safety** - This course is for experienced safety geeks and newbies alike.
- Labour Relations Code** - This course includes some review of the Employment Standards Code.
- Dealing with Harassment** - Learn how to recognize workplace harassment situations, what to do if faced with a situation, understand the impact of harassment and become aware of how to prevent harassment.

If you would like more information on this opportunity or if you want to register please contact the Union office.

### Dates to Remember

January 1	New Years Day
January 13	General Meeting
February 9	PD Day
February 19	Family Day



### Caring for Each Other

Gourmet fruit baskets, flowers or a card were sent in December to the following members that were off work for over 5 days: Nancy Fidelson, Shirley Leveridge, Luc Lepage, Diwan Bali.

Our sympathy goes out to the following members and their families for the loss of a family member: Evangeline Schofield, Dianne Sonnenberg



Congratulations on family additions: Omonefe Ogbomo, Pharaoh Abaya





**If you are interested in the Union and you would like some training CUPE will be offering the following Workshops in the New Year**

**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**

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

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



**Changes to the OHS Act**

Albertans will see an improved OHS system that better protects workers and ensures they have the same rights as other Canadians.

Alberta's Occupational Health and Safety (OHS) Act sets the minimum standards for workplace health and safety, and outlines the roles and responsibilities of employers and employees. These changes would better protect workers, ensure they have the same rights and protections as other Canadians, and empower them to participate in health and safety in Alberta's workplaces.

The changes result from government's review of the OHS system and the independent review of the WCB system. The majority of changes to WCB and OHS would come into effect January 1 and June 1, 2018, respectively.

The OHS Council was created on December 15, 2017 to provide specialized advice to government to better protect working Albertans. Appeals commenced after this date will proceed to the Alberta Labour Relations Board, using the same processes as under the current OHS Act. New Employment Standards Code Alberta's new Employment Standards Code comes into effect January 1, 2018. You can go to their website and watch an interactive video (Did You Know?) to learn more about a specific topic to learn more about the changes.

**Staying in Touch**

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

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Industry notices are posted online to notify industries of fatal workplace incidents in Alberta. Industry notices are an educational resource; they don't identify violations of OHS legislation or lay blame on a workplace.

**Contact OHS**

1-866-415-8690 (toll-free) 780-415-8690 (Edmonton) TTY: 780-427-9999 (Edmonton) TTY: 1-800-232-7215