



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

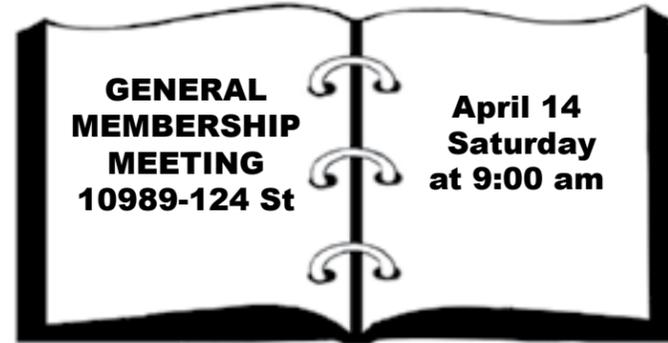
President's Message

Greetings from CUPE Local 474. As many of you may be aware, the Local has been working to amend its bylaws to better reflect how our organization operates. The last time this work was done was in 2006, and there have been some changes to how our Local looks and operates since then. The current amendment work was started over a year ago and has had three submissions to our National Office. Recently, we received a response from our National President Mark Hancock, where he has three small concerns left, that we are needing to address. The Local will bring these 3 suggested changes to the Members at our May General Meeting to seek approval. It looks like we might actually finish this by the summer!

Public Interest Alberta has launched a new campaign called Revenue Reno to encourage a public conversation in the province about the government's revenue shortage and the quality of public services. It will not be a fun conversation, as the campaign emphasizes Alberta's need to renovate its tax system with changes to personal income tax rates and the introduction of a sales tax to protect and revitalize public services. Alberta has a structural shortage of tax revenue, and it is a threat to our health care system, our schools, and supports for our most vulnerable residents. If you are looking for more information on this or any other topic, please contact us at the Union office.

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April 2018



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

April 2018



ASEBP Retirement Seminar Thursday April 26, 2018

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.

A Benefits Specialist will make a presentation on ASEBP's eligibility requirements for continuing benefits as an early retiree, the application process and the cost of benefits.

Doors to the Center for Education will be open until 8 pm. 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.

Registration deadline: April 23, 2018 Register through PDR. Search SRN: 17186832841102

For further information contact:
Carmelita Romero 780-498-8795



Dates to Remember

| | |
|----------|---------------------|
| April 1 | Easter |
| April 2 | Easter Monday |
| April 14 | 474 General Meeting |
| April 22 | Earth Day |
| April 28 | Day Of Mourning |
| April 30 | EPS PD Day |



Working Alone

All sites should have a written working alone policy in place. If you have concerns please check with your Manager/Decision Unit Administrator for a copy of this policy. If you have any questions on working alone, laws and regulations, please contact the union office. You have the right to be safe at work.

Caring for Each Other

Gourmet fruit baskets, flowers or a card were sent in February to the following members that were off work for over 5 days: Luis Maldonado, Cindy Smith, Tammy Gilmer, Brad Jones, Gurdeep Dhaliwal and Nathanaiel Degefa



Our sympathy goes out to Rita Fenty and her family for the loss of a family member.

Congratulations go out to David Barnsley, for a new addition to his family.



DAY OF MOURNING

Workers die on the job every day. Every year, hundreds of thousands more suffer injury or illness because of their working conditions. They are not forgotten.

Unions, labour councils, families and community partners gather annually on April 28 to mourn these losses and vow to prevent more. They follow with action in the workplace and community pressing for work that promotes dignity and health.

April 28 is a National Day of Mourning to recognize workers injured or killed on the job. The Canadian Labour Congress first declared the Day in 1984. More than 100 countries now observe the Day too.

The Edmonton and District Labour Council would like to invite you to attend our 22nd Day of Mourning Ceremony 2018. This will be held at Broken Obelisk - Grant Notley Park, 11603 - 100 Avenue, from 2:00 p.m. - 4:00 p.m. If your interested in attending or have any questions please contact me at melissahfield@gmail.com or EDLC office 780-474-4747.



The Breaking Ground Gala

Operation Friendship Seniors Society is hosting our Breaking Ground Gala on May 28th, 2018. The goal is to raise \$1 Million in the next 5 years for the future OFSS building. This will take place at the Radisson Hotel Edmonton South, 4440 Gateway Blvd., Silent Auction and Supper will be held at 6 pm. If anyone is interested in attending this event please contact the Union Office.

Labour Community Advocate Conference April 20-21, 2018

The topic this year is Mental Health in the Workplace. It will held at 15132 Stony Plain Road, Edmonton, AB. There will also be a Labour Appreciation Night on Saturday at the Shaw Conference Centre which will be included with registration. If you are interested in attending this conference please contact the union office asap.

Stewards at Salvation Army

Melanie Michaud is a Steward at Supportive Residence and Arif Khan is a Steward at ARC.



Giving
Hope
Today

Custodial Mentors

Looking for some advice? Need some support? Call the EPSB Custodial Mentors for any questions on operations. The Mentors provide non-evaluative mentorship and coaching support to Head Custodians. This service will be provided at no cost to schools. That means it's free, so take advantage of this service. Contact Kristin Salahub at: kristin.salahub@epsb.ca or 780 893 9956 or Brylle Bangit at: brylle.bangit@epsb.ca or 780 868 4574.



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



May Day

Why is International Workers' Day on May 1?

In the late-19th century, socialists, communists and trade unionists chose May 1 to become International Workers' Day.

The date was symbolic, commemorating the Haymarket affair, which took place in Chicago, in the US, in 1886.

For years, the working class - often forced to work up to 16 hours a day in unsafe conditions - had been fighting for an eight-hour workday.

Then, in October 1884, the Federation of Organized Trades and Labour Unions of the United States and Canada decided that May 1, 1886, would mark the first day that an eight-hour workday would go into effect.

When that day arrived, between 300,000 and a half-million American workers went on strike in cities and towns across the country, according to various historians' estimates.

Chicago, which was the nucleus of the struggle, saw an estimated 40,000 people protest and strike.

But as the end of the workday approached, striking workers in Chicago attempted to confront strikebreakers at the McCormick Harvesting Machine Company. Large police contingents were protecting the strikebreakers, and officers opened fire on the striking workers, killing at least two.

As the police attempted to disperse the protesters on May 4 in Chicago's Haymarket Square, a bomb was thrown at them, killing seven officers and at least four civilians.

In 1889, the Second International, the international organization for workers and socialists, declared that May 1 would from then on be International Workers' Day.

In the US, however, the eight-hour work day wasn't recognized until it was turned into law in 1916, after years of strikes, protests and actions in favor of it.



EPSB Custodial PD Opportunities

Team Building Working with different Approaches to Conflict
Course Code: CUS1232
April 30, 2018 from 8:30 - 10:15 a.m.

Dynamics of Conflict: End the Drama
Course Code: CUS1233
April 30, 2018 from 10:30 - 12:00 p.m.

Joint use Agreement: Community Rentals Groups
Course Code: CUS1242
April 30, 2018 from 1:00 - 3:00 p.m.

OHS: Personal Protective Equipment (PPE) Eyes and Ears
Course Code: OHS5607
April 30, 2018 from 3:15 - 4:30 p.m.

Security Awareness
Course Code: CUS1243
May 18, 2018 from 8:30 - 10:00 a.m.

Navigating the Job application process for custodial staff
Course Code: CUS1244
May 18, 2018 from 8:30 - 10:30 a.m.

OHS: Emergency Situations & Responses
Course Code: OHS5612
May 18, 2018 from 10:15 - 12:00 p.m.

OHS: Working from Heights
Course Code: CUS1245
May 18, 2018 from 10:45 - 12:00 p.m.

Technology Overview for Custodial Staff
Course Code: CUS1246
May 18, 2018 from 1:00 - 4:00 p.m.

Registration must be on line through PDR on Staffzone.

Federal Budget

The Federal budget was recently announced and here are some of the highlights; there will be a deficit this year of \$17.8 Billion. Our nations expenses are \$311.3-billion while our revenues are \$293.5-billion.

There is funding of \$4 Billion over five years for indigenous child welfare, education, clean water, housing, health care and Indigenous organizations including a billion dollars for housing. Unfortunately, the government's budget does not address the backlog of repairs and renovations necessary to maintain the existing affordable housing. Part of these funds are to invest \$447-million over five years to create a new Indigenous Skills and Employment Training Program. The program, which will replace the Aboriginal Skills and Employment Training Strategy, will help close the employment and pay gap between Indigenous and non-Indigenous people by focusing on training for higher-quality, better-paying jobs.

The EI program will provide an additional five weeks of coverage, for a combined total of 40 weeks parental benefits at 55 per cent of earnings.

Gender equality was mentioned twice during the 2016 budget, now it was mentioned 358 times. The budget included new measures aimed at encouraging greater participation of women in the work force.

Violence against women: \$86 million dollars will be added over five years towards a Gender-Based Violence Strategy; \$50 million over five years will go to focus on sexual harassment in the workplace; \$5.5 million over five years for sexual assault crisis centre on university and college campuses.

The budget does not have any specific provisions around to pensions and retirement security. CUPE has called for the federal government to further expand the CPP and the GIS.

CUPE LOCAL 474 ANNUAL BBQ

June 2, 2018
Chateau Louis
11727 Kingsway Avenue

**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**



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

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

**DEADLINE FOR TICKETS:
Friday, May 25, 2018**

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

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