NEWS & VIEWS

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WEST VANCOUVER MUNICIPAL EMPLOYEES' ASSOCIATION

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A WORD FROM THE PRESIDENT



Hello once again to all members. Well, Spring is upon us once more – warm, breezy longer days, foliage and bloomage everywhere with an abundance of bright vibrant colors. A wonderful time with the exception of those of you who suffer from allergies (bless you!)

Our Annual General Meeting was held this past week April 4th and I am pleased to report it was well attended. This is the start of a new two-year term for your Association's Executive Board. As we did not receive any new nominations, your present Board have all agreed to continue for the new term, April 2016 to April 2018. I would like to both acknowledge and offer my appreciation to all of these people for their commitment and dedication to our Association and membership. One noted change in our Trustee area is Scott LeBel, who has kindly volunteered his services as 3-Year Trustee, and will join Blaine Barden and Jon Chuma on the Trustee Board. Thank you to all three of you.

Enclosed as an "insert" you will find a copy of the Executive Board/Shop Steward listing for the 2016-18 term, as well as a schedule of the upcoming General Membership meetings. Please be sure to keep this sheet for your reference. Our next General Membership meeting is scheduled for Tuesday, June 7 at 3:30 p.m. at the Association office.

As I reflect back on our previous two-year term two words come to mind - busy and challenging. Whilst we managed to negotiate all four contracts and simultaneously deal with the teachers strike in 2014, the Municipal, Library and Police contracts will all expire at the end of December 2016. Who knows what the economic climate may be at

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FROM THE BUSINESS MANAGER



Settlement Agreement (School District)

An agreement has been drafted and is ready to be signed by both parties identifying that "original Cataloguing" is the exclusive jurisdiction of the WVMEA. All steps will be taken by the District to ensure this work is done only by WVMEA bargaining unit members.

MPP Changes (Municipal, Library, Police and School District)

We have received an announcement from the Municipal Pension Plan that group benefits for retired members are changing. ***These changes are for Post-retirement Group Benefits only, not for the benefit plan you participate in while actively employed.*** The changes will come into effect January 1, 2017 and will affect retired members, their spouses and their dependents. The changes include: moving to the Blue RX Formulary; changing the $100 deductible from per family to per person; Co-insurance coverage from 80% to 70% on the first $1000, a lifetime maximum payable from $100,000 to $200,000 and lastly dental coverage will no longer be subsidized. For full details and explanations for these changes please visit the MPP or WVMEA website. A copy of the MPP bulletin has been posted throughout the work sites as well. The MPP website provides contact information for any other questions you may have.

PEBT LTD Benefit Change (School District)

Since April 2013 the Core LTD benefit amount had been set at 66.66% of monthly earnings. Effective

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FROM THE PRESIDENT *continued from Page 1*

that time? We anticipate canvassing for your proposals to take to the bargaining table later this Fall. From the School Board perspective, the present contract expires in June 2019 so we have a little breathing room in that corner.

Once again, thanks to all of our Shop Stewards who literally are our eyes and ears in their respective work environments. Kudos to all for a job well done! Special mention to Kevin Brash who just recently stepped up as our Library Shop Steward rep. Once again, welcome Kevin and thank you on behalf of the WVMEA.

In closing, I would just like to touch on an area of great concern to me, and that is the growing and escalating number of member grievances that are presently at various stages between our WVMEA and the respective Human Resource departments. It is difficult to understand why with the communication available to us today that the Union, Employers and Employees have not learned to communicate more often and effectively. If we hope to reduce the number of issues that lead to lengthy and expensive grievance processes that consume much of our valuable time, meaningful and respectful communication must occur with more frequency before change is imminent.

Clive Mynott, President

BABY CONGRATULATIONS TO …



This information has been deleted due to electronic privacy issues. Our hard copies contain this information, and are available throughout our work sites.

2016 SCHOLARSHIPS AVAILABLE

Just a reminder that this year the WVMEA is offering three $1,000 scholarships:

1. the *WVMEA Academic Scholarship*;
2. the *Roy Hunter Memorial Scholarship for the Visual Arts*; and
3. the *WVMEA Trades Scholarship*.

Deadline for application is in August 2016. Please go to our website (wvmea.com) to learn more, or call Cathy at the WVMEA office to obtain an application package.

FROM THE BUSINESS MANAGER *continued from Page 1*

July 1, 2016 the benefit will increase to 70% on monthly earnings. This increase only applies to current claims on a July 1, 2016 go-forward basis. Please view our website (School page) for more information.

Economic Stability Dividend (School District)

May 1st School District Support Staff should realize a .45% increase to their current hourly rate effective May 1, 2016. Please compare your April and May payroll records to ensure that you have received the increase. A simple method to check:
[(current rate) X .45] ÷ by 100 = increase. Add this sum to your old rate to determine the new rate. If you believe you are not receiving this effective May 1 or there is a discrepancy in the calculation, please call our office and we'll review it with you.

Association Representatives

For some time now, both Phil and I have been attending each other's Labour Management meetings as well as the monthly meetings specific to each Shop Stewards' group. The purpose is to familiarize ourselves with the issues, members, managers and HR that make up each of the WVMEA's bargaining unit. This puts us in a good position to assist each other or act in the others absence as well as being current with each unit when it comes to negotiations.

Library

Due to a series of retirements the Library has been undergoing staffing changes over the last year or so. Most recent retirees are Ellen Scoretz (WVMEA) and Lauren Henderson (Exempt) who will be missed by their colleagues and whose roles, now vacant, have management reassessing and reorganizing their staffing needs. The WVMEA has been working with the Library while they work towards a final plan from these efforts. We are looking forward to seeing the end plan which we have been told should be settled closer to July 1.

Bruce Scott, Business Manager

GENERAL MEMBERSHIP MEETING

The $100 door prize winners from the April Annual General Membership meeting were **Christine Thornton** and **Gail Evanshen** (both with the School Board). This meeting there were also four "surprise" $25 Save-on Foods Gift Card door prizes won by: Blaine Barden, Tome Milan, Rajinder Kaur Ghoman, and Jean Hummel. Congratulations everyone!

The next General Membership meeting is booked for **3:30 p.m. on Tuesday, June 7, 2016** at the **Association Office.**

FROM THE BUSINESS AGENT



A Happy Spring to our WVMEA members out there. I trust you all have been out enjoying the great weather.

By now I'm sure you have noticed, the Municipality has been slowly but surely under the 2016 budget adding a few more full-time employee positions. Please keep checking WestNet on westvancouver.ca as well as on the posting boards for all job openings. You can also sign up in the hire desk on the Career Portal to have all job postings emailed to you.

I'm sure you have also seen the new District of West Vancouver *2016 Corporate Training Program* offerings. We at the WVMEA would like to encourage our members to take advantage of any training offered by the Employer. As your Business Agent/Union Representative, I will also be participating in a few of these offerings to get a feel for their corporate direction.

By now you all should have, or have seen, a new copy of your current Collective Agreement. After much delay, in fact way too much delay, the Employer has finalized and printed copies of our Municipal, Police and Library Collective Agreements — Agreements which unfortunately expire on December 31, 2016. Due to this, we will be getting together with your bargaining committees in the Fall and starting to canvas our members for their bargaining proposals. In the meantime, please feel free to call or email us with any proposals that are important to you.

Speaking of bargaining committees, members at the Hall/Transit should be aware they still have no rep at the table. It is very important that there be someone in attendance who can speak to your concerns. We have posted recruitment posters – please talk it up amongst yourselves and let me know if I can be of any assistance in addressing concerns or questions.

On a final note, we have received some calls and questions in regards to the 2016 wage increase. As per your Collective Agreement, this will be determined by the pattern settlement of the first four (4) identical Municipal (Metro Vancouver) wage settlements including effective date(s). As of now, only one of the big municipalities (Vancouver/CUPE Local 1004) has settled – so this leaves us waiting for three more. We will keep you updated as things unfold.

I hope that you enjoy the rest of Spring and this beautiful weather .. please remember to call us at the office with any questions, issues or concerns.

Phil Bargen, Business Agent

— *In Memory of Linda Harrison* —

We are saddened to report the loss of a WVMEA member.

Linda became a WVMEA member in January 2001. She worked with the School Board as a Teaching Assistant in Careers at both Rockridge and Sentinel. She moved into the Youth Worker role at Rockridge in 2007 where she remained to date.

In honour of Linda, the *Linda Harrison Youth Fund* has been created. Donations may be made at any Vancity branch (Account #369942, Branch 21).

WORDS OF WISDOM FROM A 90 YEAR OLD

- When in doubt, just take the next small step.
- Life is too short to waste time hating anyone.
- Pay off your credit cards every month.
- You don't have to win every argument. Agree to disagree.
- Save for retirement starting with your first paycheque.
- When it comes to chocolate, resistance is futile.
- Make peace with your past so it won't screw up the present.
- Don't compare your life to others. You have no idea what their journey is all about.
- If a relationship has to be a secret, you shouldn't be in it.
- Take a deep breath. It calms the mind.
- Burn the candles, use the nice sheets, wear the fancy lingerie. Don't save it for a special occasion. Today is special.
- Frame every so-called disaster with these words "in five years, will this matter?"
- Time heals almost everything. Give time, time.
- Don't take yourself so seriously. No one else does.
- Believe in miracles.
- Don't audit life. Show up and make the most of it now.
- Growing old beats the alternative — dying young.
- Your children get only one childhood.
- All that truly matters in the end is that you loved.
- If we all threw our problems in a pile and saw everyone else', we'd grab ours back.
- No matter how you feel, get up, dress up and show up.
- Life isn't tied with a bow, but it's still a gift.

MEMBER DISCOUNTS AVAILABLE ...

NEW: **NexGen Hearing**, 114-2439 Bellevue Avenue (just down the hall from the Association office), West Vancouver, 604-281-3691, is pleased to offer WVMEA members a **10% discount** on all hearing aids. Their experienced Audiologists have been assisting clients on the North Shore for over 20 years from their Dundarave location. Please phone them for a free, no obligation, hearing test, or visit their website at www.nexgenhearing.com.

As a privilege of membership, just show your laminated membership card when at these participating merchants for special discounts (for complete details, please visit our website at WVMEA.com):

- *AUSTRALIAN BOOT COMPANY*;
- *DAYTON BOOTS FACTORY STORE;*
- *LIONS GATE FABRICARE CLEANERS;*
- *LORDCO AUTO PARTS*;
- *NEX GEN HEARING;*
- *ONO TRADING;*
- *SHERWIN-WILLIAMS.*

REMINDER: COSTCO MEMBERSHIP

Members are reminded that the Association has purchased a "business membership" to Costco which provides for a "transferable" card that may be borrowed from the Association (for *cash*-only purchases — no cheques, and photo i.d. may be required.) If you are interested in borrowing this card, please give Cathy a call (604-925-7447) to make arrangements.

WWW.WVMEA.COM

Check out current bulletins, newsletters, Collective Agreements and hot links on the Association's website.

MATERNITY, ADOPTION & PARENTAL LEAVE INFORMATION FOR [SCHOOL BOARD] SUPPORT STAFF EMPLOYEES

We are pleased to advise that this information guide is available on our website on the School page.

WELCOME TO NEW AND RETURNING MEMBERS

We'd like to welcome the following people to our Association:

Susana Abreu, Sarah Bains, Joey Balzer, Christopher Bennett, Scott Bernard, Anna Bolliger, Matthew Bolton, Curtis Borden, Karen Brooks, Janelle Cadamia, Crizalde Carlos, Ashley Chappell, Derek Churchill, Matthew Delmas, Steve Dove, Cassidy Emby, Yvette Fekete, Jonathan Fitzgerald, Elena Generalova, Carson Graham, Zoya Inayatullah, Patrick Jenkins, Darious Kilgore, Wesley Kilpatrick, Laura Kinney, Gillian Mah, Deeno Mazhari, Julia McCaig, Kyle McCallum, Brian McGuinness, Mary-Ellen McSween, Matthew McNally, Robert Mitchell, Fedja Muzur, Serina Nakamura, Bernard O'Donovan, Justin Othman, Domenico Paccione, Emma Patena, Simon Pavitt, Natalie Roizman, Sally Ruffalls, Inggrid Sasaerila, Clarke Saunders, Dilaxon Sunthareswaran, Michael Tanzo, Maurice Travers, Kyle Verrier, and Walter Wakelin.

If you have moved recently or are planning to move, *please forward your new address to us* at:



Moving ?

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[**or** fax it to us at 604-926-7059, **or** email us at info@wvmea.com]

Name: _____

New Address: _____

City: _____P.C: _____

Home/Cell Phone #: _____

Effective Date: _____

Place of Work: _____

Signature: _____

Your assistance in keeping us "up to date" is much appreciated