NEWS & VIEWS

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A WORD FROM THE PRESIDENT



Hello once again to all members,

Well it's been one long hard miserable winter, at least by West Coast standards. Yes, I know prairie folk and east coasters laugh at us, but seriously bring on the heat and the rays and remember, no complaining about how hot it is or the water restrictions.

Well the hot topic for this News and Views has definitely got to be our recent April 3rd 2017 Annual General Meeting held at West Vancouver Secondary School. To reiterate my opening words to our members. SHOCKING, JUST SHOCKING. To the best of my knowledge, never in the 75 year history of our WVMEA has a meeting been so well attended! Without a doubt the best meeting I have chaired that generated lots of open dialogue where concerns, views and opinions were shared and appreciated. The main focus being bargaining and negotiations for Municipal, Library and Police members. Progress and updates will be reported as and when developments are made. I'm sure both Bruce and Phil will want to elaborate and share their independent views and respective opinions as they have a pulse on both the situation and circumstances.

From a School board perspective our Collective Agreement runs through until June 30th 2019, which gives us well into 2018 before we anticipate seeking proposals for the next round of bargaining. Having said that, time does tend to fly bye and get away on us.

As I reported at our AGM, your present Executive is entering its last year (2017-2018) of a two-year term and as such Board positons will be up for election for next term. I would like to encourage our membership to consider taking an interest and active role within the Board as three

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FROM THE BUSINESS MANAGER



Well hopefully by the time you read this edition of News & Views that our weather will have started to improve!

School District Standardized Benefit Plan

Enrollment into the plan will begin May 1, 2017 and the new plan will come into effect September 01, 2017. Please be advised that there are a number of improvements to the plan so employees should visit Blue Cross's site once in effect to view the enhancements.

School District Offer of Vacation in June

The WVMEA has met with the School District regarding their offer to some employees to take vacation the last two weeks in June. As many know I circulated an e-mail which discussed the bigger picture of vacations and the payout of unused vacation time. The employer's disagreement with the Union's position brought about the need to provide formal notice to the employer which, when paired down, states that we expect the practice currently in place to continue until the expiry of the Collective Agreement in June 2019. This means Support Staff have no obligation to take vacation if it does not coincide with the plans and schedules of their family and friends or if you are financially unable to plan an event. Payouts for unused vacation for 10 month employees will continue as usual.

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③	Update from the Business Agent
④	Annual General Meeting
④	School Board Retirement Reception

FROM THE PRESIDENT *continued from Page 1*

of our six members are nearing retirement. Our Treasurer, Marina McMaster, who is entering her 38th year with the School District will definitely be handing over the reins in 2018 as she moves on to the best job of her career (called retirement). Another Board member Anne Russell (Warden) and myself (President) are also nearing the finish line and may or may not decide to run for another term. These very important roles require attendance at ten executive and five general membership meetings. A small stipend is offered as compensation and recognition for your time and efforts.

With our own WVMEA office, our Business Agent (Phil Bargen) has just renewed his contract for another year, this will be his 6th term with us and our Business Manager (Bruce Scott) is presently up for renewal of what will be his 7th term with our association. Our office administrator Sandra Stevenson is also fast approaching her 1st term within our Association and if I had to pick one word to introduce Sandra it would be (GOLDEN) - we are so very fortunate to have her in our office team.

Our three Trustees are all set for the next term, thanks to Blaine Barden (Municipal), Ian Moody (School Board) and Peter Marton (Municipal). Peter was called upon, at the last minute, to deliver the Trustees' report at last week's AGM. Atta Boy Peter! Well done.

Well unfortunately, member issues and grievances seem to be at an all-time high as we are challenged repeatedly to defend our members. We are fortunate to have the resources to accept these challenges as and when required. As we all know it can seem like a thankless task at times and it takes a certain personality to step up to the plate.

Once again a huge thank you to all of our Shop Stewards, our Trustees, Executive Board and our WVMEA Office team who all contribute together and carry the torch for the benefit of our members as we endeavour to create a strong and healthy work place environment.

I look forward to sharing a great summer with you all as I see you around the district.

Clive Mynott, President



REMINDER: COSTCO MEMBERSHIP

Members are reminded that the Association has a "business membership" to Costco which 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 Sandra a call (604-925-7447) to make arrangements.

FROM THE BUSINESS MANAGER *continued from Page 1*

MPP Pension (School, Municipality, Library & Police)
In July 2016 the Municipal Pension Board of Trustees (board) reported the Municipal Pension Plan (plan) has had another year of strong financial results. With an 8.7 per cent return on investments, the plan holds net assets valued at $43.7 billion. Plan membership grew by 3.5 per cent, totaling 309,478 active, inactive and retired members. During the fiscal year, 6,193 members retired, bringing the total of retired members to 84,777.

The **mpp.pensionsbc.ca** website has been revamped enhancing is functionality and ease of use, give it a test run! Also if people are considering a move to a new district or part of the province which may involve a change of employers it may interest you to Google the following url https://www.google.ca/#safe=off&q=MPP+employers+in+the+plan and click on "Municipal Pension Plan Employers" where you will find 900 BC employers who participate in the same plan you contribute to and which may peek your interest as a place to continue your career.

School Custodians
I have been notified that the Custodial group wishes to extend a big thank you to the District for supplying new fair weather jackets, vests and hats to each employee which distinguishes them as School District employees via their rebranded insignia displayed on each item of apparel.

Bruce Scott, Business Manager



LAST CHANCE FOR FREE WVMEA TRAVEL MUGS
For those of you who have not yet received your free 75 year Anniversary mug, then Phil and I will be in your work areas distributing them in the near future. We will be out on May 4th and May 9th between 12 noon – 1.30 p.m. and between 2.30 p.m. and 4.00 p.m. We will have a Notice out shortly with the pick-up locations. This will be your final opportunity to collect this special commemorative mug, so we encourage you to do so.

2017 SCHOLARSHIPS AVAILABLE
Just a reminder that once again the WVMEA is offering three scholarships. This year, we have increased the amount to $2,000 for each scholarship:

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

Please go to our website (wvmea.com) to learn more, or call Sandra at the WVMEA office to obtain an application package. Deadline for applications is August 10, 2017

FROM THE BUSINESS AGENT



Happy Spring to our WVMEA members,

Some of you may have heard about, or participated in, the Environmental Scan that the District just conducted in the Parks Dept. A summary and a list of recommendations for the District has been produced and the District will be revealing its plan at the April 20th Muster meeting. Bruce and I will be playing an active role in helping the Employer to institute changes with Parks and our hope is that these changes will lead to an improvement in your day-to-day experience and in the morale of our Parks members.

In conjunction with Human Resources at the District, the Union would like to help promote the services of the Employee Assistance Program that is provide by Optum. The EAP is a confidential employee benefit program available to permanent employees that assists them, and their immediate family members, to cope with life's stresses. Optum provides a range of confidential support services including counselling, legal advice, financial planning and debt management and health and well-being management. I highly recommend that you take advantage of this benefit and the services provided, and assure you that it is 100% confidential. The Employer will never know that you used it, they pay Optum and are provided with a summary of the services used, but the names of users are not given.

Some of you may have attended our most recent AGM on Monday April 3rd where Bruce and I provided an update on Bargaining and held a question and answer period. Thus far we have met with the Employer nine full days since November and have a date in April and two dates in May. As we discussed at the AGM, this is a key round of bargaining for us, with some very important proposals surrounding job security, benefits, pension and equality for all of our members. It is critical that we show the District that we are unified and stand together in solidarity to achieve our goals.

We are approaching our 11th bargaining session with the Municipality, Library and Police. One of our bigger issues over the years has been the disproportionate number of Casuals working within the Municipality and Library. 54% (over 350 employees) of the Library & Municipal employees are Casual and Temps, this number does not include permanent workers who also work part-time. Nearly all these employees are earning less than the livable wage determined for British Columbia. Workers are an employer's biggest asset and West Vancouver (the employer) is Canada's most affluent community, so you see we have a serious disconnect

A first step to improving these numbers is presenting a proposal to convert, not all, but a small percentage of Casual employees to Permanent status. This will give them an increase in hours, as well as access to benefits, pension, job security, vacation and sick leave. The WVMEA and the Employer are currently negotiating what that number will look like. On the employer's side of things, they have tabled several proposals looking for concessions from you, their employees. The employer has made it clear there is no new money and if employees want something new in bargaining they will have to give up something else of equal value from another area of the Collective Agreement to pay for it. The WVMEA calls this "mining the Collective Agreement" and engaging in this practice is at best a mechanism of trade which does not help workers who are falling behind due to increases in the cost of living. It is also our committee's view that the employer has not taken bargaining seriously and has been disrespectful leaving our committee sitting for hours, after weeks or a month between meetings, while they conduct work they ought to have had prepared over that period and ready to submit.

We will have more bargaining updates in the future, including at our next General Membership meeting on June 6th.

A few final pieces of business for you all to be aware of. First, it is important that all of our members who are not at top rate in their respective job classification keep track of hours worked so that you are getting step movements at the appropriate time. If you are unsure on this, please don't hesitate to contact payroll, or call us in the Union office.

And finally, it is important that our Casual members remember the cap on weekly hours that comes under Article 4.01 (b) and (g) of the Collective Agreements. As per this language, Casual employees in a 35 hour per week position shall work less than 20 hours per week, those in a 37½ hour week position shall work less than 21 ½ hours per week and those in a 40 hour per week position shall work less than 23 hours per week. If you are being scheduled over these cap numbers in any given week, please feel free to contact us in the WVMEA office.

Take care and please remember to always work safe.

Phil Bargen, Business Agent

WWW.WVMEA.COM

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

ANNUAL GENERAL MEETING

Our Annual General Meeting on April 3, 2017 saw an amazing turnout – thank you all for attending!



The door prize winners were Rob Hardie (Police) and Morgan McCormick (Library). At this meeting there were also four "surprise" $25 Save-on Foods Gift Card door prizes won by: Justin Heringa (Municipal), Tania Lobo (Municipal), Andy Pyett (Municipal) and Krishna Thangavelu (School).

Congratulations to everyone!



A flask was left behind at the AGM meeting – please call the office at 604-925-7447 if you are the owner! Thanks to Peter Marton for the above photos.

School Board Retirement Reception

3:30 to 5:30 p.m., June 1, 2017

School Board retirees and employees alike are welcome to attend this celebration of the end of the school year as we salute those members who are off to start retirement.

Hollyburn Country Club, West Vancouver

WELCOME TO NEW AND RETURNING MEMBERS

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

Alexander Brennen, Leah Connell, Elisa de Oliveira Cruz, Connor Ferguson, Troy Fitzgerald, Jonathan Fitzgerald, Sydney Fitzsimonds, Kaya Fraser, Heather Dawne Gordon, Travis Hickey, Sam Higgins, Pat Jenkins, Tara Ledingham Latta, Trevor Lau, Michael Maycher, Fedja Muzur, Michael Naish, Justin Othman, Caroline Samii, Leila Shahrzad, Kyle Shelton, Jeffrey Thompson, Victor Uemura, Donnell Umayam, Daesha, Usman, Robert Wadsworth, Ian Weekes

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.

2017/2018 GENERAL MEMBERSHIP MEETINGS

Make a note in your calendars of our meetings this year:

Tuesday June 6, 2017 at 3:30 pm in the Cafeteria at West Vancouver Secondary School

Wednesday, September 6, 2017 at 5:15 pm in the Welsh Hall, West Vancouver Library

Thursday, November 2, 2017 at 1:00 pm in the Music Hall at the West Vancouver Community Centre

Monday, February 5, 2018 at 5:15 pm in the Welsh Hall, West Vancouver Library

Monday, April 9, 2018 at 5:15 pm – venue to be determined.