NEWS & VIEWS

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A WORD FROM THE PRESIDENT



Hello again to all members. Well here we are once again entering into the ever fast approaching Christmas season. Having done my dutiful responsibility as chauffeur and shopping assistant to my wife this past weekend, I was pleasantly surprised to hear her say, "This is overwhelming let's go home", parking spaces were to be a rare commodity and the lineups, not to be desired. I tried not to show my happiness or click my heels for joy as I really was thinking YES I'll be home in time to watch the Grey Cup. What an exciting game it would prove to be!

Seriously though, it's a truly wonderful and magical time of the year especially for those of you with young children and families. As adults we are fortunate enough to relive those moments as we share with and see it through the eyes of our children and grandchildren. Memories of years gone by help us to share family traditions and heritage from past generations whilst also giving us the opportunity to craft and create new ones.

Whilst not all of us are fortunate enough to have our families close at hand, it's so very important that we make an effort to include those in our lives whether they be friends, partners, significant others or loved ones. This can be a very challenging time of year not only due to financial circumstances, but also especially for those who live alone or may have recently lost loved ones. Just saying, a little kindness goes a long way. The simple gift of time shared (priceless)!

We have another cause for celebration this year and that is the 75th anniversary since the founding and establishment of our very own West Vancouver Municipal Employees Association. This is cause worthy of recognition and appreciation for the commitments,

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FROM THE BUSINESS MANAGER



Many of our members will have already received their WVMEA 75 year commemorative thermal travel mug and union lapel pin. Both the creation and application of the mugs union logo and the "hand painted" lapel pins were provided by union shops. Over WVMEA's history, employees and executives along the way have responsibly grown your organization to what it is today. WVMEA members own their office facility, have a dedicated and trained full-time staff and executive, have trained legal counsel on hand and other significant assets. Not all union locals can boast these claims. We should all be proud.

We receive the odd question about assessment monies and how they are utilized and accessed. Assessment money is kept separate from the Association General Account and is utilized as benevolent funding for WVMEA membership. Some examples are;

- To provide financial assistance to a member waiting to receive LTD who has a depleted sick leave bank or who has run out of EI sick benefits and there is a gap in income from that time until LTD commences.
- For cash lottery drawn door prizes at regular GM or AGM meetings.

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❷	Next General Membership Meeting
❸	Update from Business Agent on Collective Bargaining Negotiations

FROM THE PRESIDENT *continued from Page 1*

dedication and sacrifices made by our parents and grandparents that created a solid foundation for workplace relations with our employers, based upon fairness, communication, respect and a liveable wage. We continually strive and work hard to negotiate and improve these conditions for the benefit of all parties concerned as well as our West Vancouver community as a whole.

Speaking of negotiations, as I am sure many of you are aware, the process of bargaining and contract negotiations has commenced for our Municipal, Library and Police members. Phil and Bruce are steering the team and will keep you informed if and when progress and developments are attained. Sandra Stevenson, our new office administrator, is also assisting as our recording secretary in these sessions.

Whilst our previous administrator (Cathy Stokely) is a hard lead to follow, I cannot emphasize enough how fortunate and happy we are to have Sandra join our office team She brings to our work place environment a highly professional, pleasant and courteous manner complimented with a strong and inquisitive work ethic. If you have a moment to talk with her by phone or in person, please welcome her to our Association.

On behalf of your Executive, I would like to take this opportunity to wish each and every one of you a Merry Christmas and best wishes, good health and happiness for 2016.

Clive Mynott, President

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GENERAL MEMBERSHIP MEETING

The $100 door prize winners from the November General Membership meeting were Laura Evans and Sera Craigen-Ecsy.

At this meeting there were also four “surprise” $25 Save-on Foods Gift Card door prizes won by Cael Tompai, Nicole Colby, Katherine Crombie and Leanna Wright. Congratulations everyone!

The next General Membership meeting is booked for **5:15 p.m. on Monday, February 6, 2017,** in the **Welsh Hall**, at the **West Vancouver Memorial Library** on Marine Drive. This will be the last meeting of the year before the AGM (scheduled for Monday, April 3, 2017 at 5:15 p.m.) so make sure you attend in order to avoid the assessment fee.

FROM THE BUSINESS MANAGER *continued from Page 1*

- For one time gifting of Save-On-Foods cards to all members/Christmas 2015.
- Save-On-Foods cards for lottery draw prizes at GM and AGM.
- To fund three (3) Student Scholarships for members or children of members attending post-secondary education. $2,000 per scholarship in 2017.
- Fruit & Flower gestures to members (in the case of illness, new baby or death of a spouse, child or parent).
- For financial assistance, on a case by case basis, to members in good standing where an immediate financial need has been determined due to a bona fide hardship.

MPP Update

At the MPP Board meeting early this fall it was announced that the Municipal Pension Plan is fully funded at 104.6%

The sustainable cost of living allowance (COLA) applied to pensions in pay each year will have the cap raised from 1.95% to 2.10% effective Jan. 1, 2017

The surplus is largely a result of higher than expected investment returns.

This is a very good news story. The challenge will be that the Post Retirement Group Benefit subsidy program is being adjusted despite this surplus because funding comes from the Employers Inflation Adjustment Account, not investment returns which if not explained is very difficult for members and retirees to understand.

Lately I have seen a significant rise in e-mail communication from school Support Staff. As you know it is difficult for the union to walk the halls of the school worksites to check in on members and it is equally hard to connect or have meaningful time together after General Meetings. I am pleased by the increase of communications I am receiving via email and encourage members to use this format if face to face meetings or telephoning is difficult.

I would like to wish the best to you and your families over this Season’s Holiday — hope to see you all in the New Year!

Bruce Scott, Business Manager

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HOLIDAY SEASON OFFICE CLOSURE

Just a reminder that the WVMEA office will close from Wednesday, December 21, 2016 to Monday, January 2, 2017. We will re-open Tuesday, January 3, 2017. If you have an emergency, just call our office and follow the instructions to leave a message. We will be monitoring our calls

FROM THE BUSINESS AGENT



I'm sure that the majority of you in the Municipality, Library and Police Departments had a chance to submit your proposals to the Union for this round of Contract Negotiations. Bruce and myself met with your Bargaining Committee, consisting of the Shop Stewards for each specific area, to review the proposals over numerous sessions in October. By the end we had put together a proposal package which we presented to the Employer at our first Collective Bargaining session on November 9th, 2016. Since then we have had three more meetings and have three more scheduled for early in the new year. It is critical for us to stick together as a group as we work through the numerous proposals and work towards a new Collective Agreement. We will keep you posted on further developments as we move forward, so please check your WVMEA posting boards on a regular basis.

Speaking of your Collective Agreement, I am pleased to announce that a third Municipality has settled with CUPE and as such the Employer has decided to pay out the retroactive pay to our Municipal, Library and Police members. The retroactive pay amount is 1.5% of your hourly rate for all hours worked back to January 1st, 2016. This lump sum payment is currently being processed by payroll and will be paid out on your December 23rd, 2016 pay cheques. Please ensure that your retroactivity has been calculated correctly and that your hourly rate has also been adjusted upwards 1.5%.
Any member who worked for the Municipality, Library or Police Department at any point in 2016 is entitled to this, including those members who no longer work here. If you know anyone in this situation, please let them know and encourage them to contact the District. This is great news and just in time for the holiday season.

Over the past few months we have seen an increase in the amount of Respectful Workplace Policy complaints. It is important for you all to know that the Employer has a legal obligation to take reasonable steps to address workplace bullying and harassment. WorkSafe BC ensures that all Employers have proper policies and procedures that address bullying and harassment and that they properly investigate and address them. All of your Employers have Respectful Workplace Policies in place so if you encounter any inappropriate behavior in your workplace, please refer to the policy. We can also assist you in interpreting the policy and preparing a complaint, so please feel free to contact us in the WVMEA office at 604-925-7447. All employees deserve to be treated with dignity and respect at work and should be able to perform their duties without fear of being harassed or bullied.

On a more positive note, I'm sure that many of you have seen Bruce and myself, as well as some of your Shop Stewards and members of your Executive Board, coming around distributing the 75th Anniversary mugs and pins. This is an occasion for you all to be proud of and an opportunity for us as a trade union to show solidarity in our workplaces. We're all in this together and it's reassuring to know that you have a strong organization that is there to support you when you need it. If we missed any of you, then please feel free to come and pick up your gift from our office in Dundarave between the hours of 8:30 am and 4:30 pm. We are open from now until December 20th, closing for the holidays and returning Tuesday, January 3rd 2017. You can then also pick up your mug and pin until January 31st, 2017.

With that I would like to wish you all a Merry Christmas and Happy Holidays. I hope you will get to spend a lot of time with friends and family and enjoy the holiday season.

Phil Bargen, Business Agent

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



Moving ?

#118 - 2419 Bellevue Avenue
West Vancouver, B.C. V7V 4T4
[**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.

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.*

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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 Sandra a call (604-925-7447) to make arrangements.

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WWW.WVMEA.COM

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

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WELCOME TO NEW AND RETURNING MEMBERS

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

Roberta Andrus, Rachel Lee Annable, Sophie Armstrong, Maneesh Arya, Hee Soo Bagk, Jane Barron, Colleen Blackwell, Jake Bunting, Kristin Burris, Rachel Campbell, Jacqueline Casanave, Adam Chang, Candice Chen, Julia Church, Gabrielle Cotton, Caitlin Crowe, Katherine Dixon, Adrian Doherty, Natalia Dominguez, Carly Douglass, Laura Ellan, Karima Essa, Filis Fahey, Fereshteh Houshidari Farahani, Jonathan Favreau, Paul Fraser, Sarah Friesen, Zheni Gazdova, Claire Halley, Cloe Harris, Lindsay Herriot, Jennifer Hinkelman, Fiona Hunt, Matthew Hutchings, Kristy Inouye, Nolan Jack, Tyler Jacquet, Ewelina Janiak, Brittany Johnson, Lisa Jones, Kevin Kandola, Kevin Karstunen, Emily Kelly-Bodie, Karen Kimata, Annie Korajian, Shaun Langlois, Jessica Lambert, Sheila Langmann, Katryn Latimer, Edna Ligale, Aaron Loach, Kailey Loadman, Miriam Panzetta Martin, Kyle McKeachie, Katarina McKenzie, Harriett Medel, Michael Terry-Hollstedt Mitruk, Laleh Sheema Mohebiany, Lynn Mooney, Lanita Moore, Lauren Nagle, Karna Nilakantan, Willie Ng, Celina O'Connor, Jason Ona-O'Connor, Amrit Parhar, Marni Pinton, Carly Ann Pistawka, Mary Platsko, Perrine Rhodes, Avin Saririan-Mobarakeh, Catherine Schier, Arsheya Seraji, Sara Rocha Silva, Jennifer Rich, Emily Stainton, Alyssa Standeven, Quinn Stevens, Ladan Tork Tatari, Paul Thadathilayyathli, Cooper Theobald, Ira Thomson, Isabelle Tumaneng, John Uljevic, Kimberly Waugh, Johannes Wentzel, Thomas Whitbread, Tiffany Wiles, José Winfield, Myles Wolfe, Suet Man Wong, Vicky Yao, Kelvin Wu, Zizhen Xue, Lucy Zhang, Sherrie Zielinski



Merry Christmas to all our Members