NEWS & VIEWS

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WEST VANCOUVER MUNICIPAL EMPLOYEES' ASSOCIATION

Volume 35● No. 3 **June 2017**

A WORD FROM THE PRESIDENT



Hello once again to all members,.

Well summer is literally just around the corner, with early daylight and long warm summer nights. Vacations are being discussed and planned; barbeques, beaches and events in and around the water are gearing up for full swing. One of my favourite and most enjoyable activities is to be out on the water. Please be mindful and always wear flotation devices while on the water and play safe.

It's been another busy and very productive spring for your Association.

Three of our municipal contracts (Municipality, Library and Police Civilian), have all been voted upon and accepted. Bruce and Phil may want to elaborate a little more on this. I'd like to thank our Shop Stewards who all worked extremely hard to achieve a settlement in what can be a very challenging and daunting task at times. I would just like to take a moment to offer my sincere thanks and appreciation to all of you and would like to give recognition to all of the Stewards who sat on and participated in the bargaining process, some for the very first time. Luke Moore (Mun - Public Works), Rick Burnham (Mun - Parks), John Lait (Mun- Com Services), Paul Reece (Mun – Hall), Laurie Hollick-Kenyon (Mun - Transit), Rob Hardie (Police) and Kevin Brash (Library). Thank you to all on behalf of your WVMEA Executive.

Within our office all three contracts have also been renegotiated and accepted for another one year term. Thanks to Bruce, Phil and Sandra for all of their dedication and hard work.

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FROM THE BUSINESS MANAGER



Well get ready … longer days and better weather are coming our way!

School District
Increase - Please note the hourly rate increase effective May 1, 2017 which is reflected on the updated salary grid sent to each school site for all support staff.

Timesheets - A reminder to Support Staff to get timesheets in on a timely basis. The employer will not begin a new payroll run for employees who have forgotten or submitted late timesheets.

Provincial Standardized Benefit Plan – Many Support Staff have already made the switch to this plan. Those permanent part-time employees who may have opted out of the plan originally now have a new opportunity to reconsider this new superior plan coming into effect September 01, 2017.

Snapshot of Custodian survey: Preliminary results show B.C. schools 'in a mess' - An example from one Metro Vancouver school district showed that 55.4 per cent of custodians are not able to maintain schools to meet their own expectations for a clean, safe and

③	Business Agent update
③	Prize winners at June 6 meeting
④	School Board Retirement Reception

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FROM THE PRESIDENT *continued from Page 1*

This is the last year in a two year term for your present Executive Board and as such all positions will be up for election prior to and up to 21 days before our AGM held April 9, 2018. Our Treasurer Marina McMaster and our Warden Anne Russell have both stated that they will NOT be seeking re-election. Myself your President, still undecided whether or not to stand for this next term.

I would like to encourage members to consider stepping up and taking up one of these very important roles within YOUR Association. It requires attending ten monthly Executive Board and five General membership meetings. Training and assistance can be provided for anyone who would be interested, but may be unsure about the role and its requirements. A monthly stipend is provided for time and efforts. Please do not hesitate to contact our WVMEA office at 604 925-7447 if you would like more information.

Well that's all for this report folks, so have a stellar summer and enjoy time with friends and family. I'll see you around the district.

Clive Mynott, President



MUNICIPAL PENSION PLAN

November 30 is the last day employees aged 71 are eligible to contribute to the Municipal Pension Plan

Under the *Income Tax Act*, an employee must start receiving their pension no later than the end of the year they turn 71. This means 71-year-old employees must start collecting their pension no later than December 1 of the same year. While employees aged 71 can keep working without interruption it is the employer's responsibility to ensure they don't continue to collect pension contributions from these employees after November 30.



WWW.WVMEA.COM

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

FROM THE BUSINESS MANAGER *continued from Page 1*

healthy school environment. Many school caretakers have detailed degradation in cleaning standards as a result of chronic cuts to public education.

- 47.6 per cent identified as not having enough time to complete their work;
- 57.5 per cent / 50 per cent say larger areas assigned with less time allotted;
- 83.3 per cent say little or no coverage or work insufficiently done when custodians are absent;
- 72.4 per cent reported that some cleaning is simply left undone because of increased or unrealistic workloads.

Many custodians reported doing unpaid work because it is personally important to them that schools are clean.

Library & Municipal

The WVMEA is very pleased to announce that the efforts of our Bargaining Committee paid off. The WVMEA was successful in achieving the conversion of eight (8) Casual hour positions to Permanent positions at the Library. Six (6) conversions will occur no later than January 01, 2018 and the additional two (2) no later than January 01, 2019.

Ten (10) Casual hour positions with the District of West Vancouver will be converted to Permanen6t positions no later than January 01, 2018.

WVMEA Executive Board

Your President Clive Mynott has already mentioned possible vacancies in the near future on the WVMEA Executive Board. None of these positions are technical by nature; the duties are basic and easily learned. The business of the Executive Board is to assist in the governance of the Union, not only assisting in the direction of the Union but overseeing the Union's finances such as assets and expenditures. The WVMEA attempts to have a member on the Board from each bargaining unit to represent them.

As Clive mentioned earlier, there is a monthly stipend attached to each position meeting ten (10) times per year for Executive Board specific meetings and five (5) meetings which are the regular General or Annual General Meetings. The Executive Board meetings occur from 4:45 – 7:30 Tuesdays where the Board conducts its business shortly after some socializing over a prepared meal and/or snacks. This is very rewarding and interesting work and we are a welcoming group.

Bruce Scott, Business Manager

FROM THE BUSINESS AGENT



With the June News & Views it means summer is upon us so bring on the great weather!

We have had a lot of questions about our most recent round of bargaining for the Municipality, Library and Police Civilian units so I will provide an update here. As you are likely aware, we were successful in reaching an agreement with the three afore-mentioned Employer groups. We then put it to the membership at a ratification vote on May 25th where it passed with 100% support from the Police and Library members and 79.2% support from our Municipal members.

Since then, the District has had the agreement approved by Council and the Police and Library will be seeking approval from their respective Boards later this month. Once that happens, then payroll will make the adjustments to your hourly rates and pay out the retroactivity – likely by mid to late July. Please make sure to check your payslips to make sure you have been correctly paid.

I wanted to take this opportunity to give a heartfelt thank-you to our bargaining committee for all their hard work and dedication. It was difficult and frustrating at times, but thanks to their tireless efforts we were able to achieve some real gains for our members. I would also be remiss if I didn't recognize the efforts of both Bruce and Sandra in our WVMEA office. Your ability to help keep us organized and focused was greatly appreciated.

Once all three agreements have been approved, the Employer will arrange for printing of the new Collective Agreements for distribution. For now, copies of the existing Collective Agreement are available online on our website (www.wvmea.com), but hard copies of the Agreement are available at Municipal Hall and in our office. Please feel free to pop by the Hall or into our office to grab a hard copy. Hopefully we will have new versions of the Collective Agreement available within a few months.

Another issue that came up during the ratification process has to do with casual staff and the cap on hours that exists in the current Collective Agreement. A lot of our members falsely believed that the Memorandum of Agreement from this round of bargaining brought in this cap. This is not the case, as the hours cap has existed under Article 4 of the Collective Agreement since the 1990s. We are currently involved in grievances with the Municipality in an attempt to clarify the meaning of the language and come to an understanding moving forward. We will keep you posted with any future developments on this topic.

Finally, I wanted to alert you to a good news story for our members working at Cypress Corner at the West Van Community Centre. Over the past few years I have worked with these members to try and have their positions re-classified and their pay rates bumped up. Recently we were successful in doing so and increasing their wages by a few dollars per hour so that their pay more closely reflects others who do similar work. This is fantastic news for them and shows the progress we can make when we work together in solidarity.

I hope you all have a fantastic summer and get to spend time with family and friends. Please don't hesitate to contact us in the office with any questions or concerns you may have.

Phil Bargen, Business Agent



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.



GENERAL MEMBERSHIP MEETING – JUNE 6, 2017

The door prize winners at our June 6th meeting were: Terry Tasa (Municipality) and Heather Keith (Municipality). Save-On Foods gift cards were won by Gary Harman (Municipality), Kristy Flello (School Board), Steven Gracey (Municipality) and Shannon Morrison (Municipality).

Congratulations to everyone!



SCHOOL DISTRICT RETIREMENT RECEPTION

This year's School Board Retirement Reception was held on Thursday, June 1, 2017 at Hollyburn Country Club. The following WVMEA members were recognized for their years of service to the School District:

Victoria Black
Jane Gillis
Deborah Harris
Elaine Holtz
Ian Kennard
Karen MacDonald
Gail Mofrad
Sheila Perret
Antoni Piech
Debra Steffan
Dianne Tricker



We wish them well in their retirement!



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



Moving ?

#118 - 2419 Bellevue Avenue
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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.

WELCOME TO NEW AND RETURNING MEMBERS

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

Kelly Anderson, Britton Ayers, Andrew Beatch, Karen Brooks, Sean Brown, Ciara Brownlee, Mark Cervantes, Amanda Chiu, Erica Eng, Marlon Escandor, Marina Fleury, John Fritz, Benedicto Garma, Jackson Graf, Lauren Hanssen, Sean Jackson, George Jankovic, Caroline Johnson, Kendall Jones, Chance Kinnee, Dion Oi Laam Kwok, Meghan Little, Toby Rae, Kit Scott, Anthony Sevilla, Riyah Nikhat Shah, Sophia Shayan, Samantha Spooner, Aysa Tabassi, Emma Tatham, Paniz Tofigh, Shannon Warkutin, Mikaela Zeitler, Wen Sheng Zeng



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:

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.