



Inside this issue:

New Collective Agreement	1
Benefit Changes in the new Collective Agreement	2
Puzzle!	2

UNION FILM

The end of Poverty?

Filmed in the slums of Africa and the barrios of Latin America, this is an engaging feature length documentary which explains how today's financial crisis is a direct consequence of policies that have lasted centuries and have gone largely unchallenged.

2016-2020 COLLECTIVE AGREEMENT

The Union and the Library Board have ratified our new Collective Agreement. The main changes to the Collective Agreement are as follows:

Wages – Increases of 1.5% for 2016, 1.5% for 2017, 2% for 2018, 2% for 2019 and 2% for 2020.

Sick Leave – Your sick bank, prior to ratification, was calculated as a shift equaled a day, regardless of how many hours you work. Those “days” will now be converted to hours with each of those days equaling 7 hours. After ratification, sick leave for regular employees will now be earned at the rate of 7 percent for all hours worked.

Deductions from your sick leave bank will be by actual time lost for your normal working hours. This means that if a person has 21 hours per week spread over 4 shifts as their regular schedule, only 21 hours will be deducted from their sick bank, regardless of how many shifts they may be scheduled for.

New Positions – It was agreed that the Library may post up to 2 positions per Branch for Circulation Services Assistant or Information/Youth Services Technician that are exempt from working no more than every 3rd Saturday or Sunday. These will be posted Regular Positions that include BOTH Saturday and Sunday, plus one other shift per week. Employees in these positions will be entitled to Sick Leave and Vacation Leave. This provision can be found “Letter of Understanding #3” at the back of the Collective Agreement.

The Collective Agreement has been proof-read and signed by both parties and is currently at the Print Shop. Denise and Kelly will be delivering the new Collective Agreements to the branches as soon as possible.

Submitted by: Jan Parker

Benefit Changes in the new Collective Agreement

The round of bargaining that recently concluded also includes some changes to benefits.

Dispensing Fees: Effective May 1, 2017, dispensing fees will be eligible for reimbursement up to the maximum dispensing fee per prescription eligible for reimbursement under the British Columbia Pharmacare program. The dispensing fee is what a pharmacist charges to fill your prescription, over and above the cost of the drug. The BC Government currently reimburses up to \$10 per prescription. If your pharmacy charges a dispensing fee higher than \$10, you will need to pay the difference. For example: If your pharmacy has a dispensing fee of \$11.75, then you will pay \$1.75. The choice is up to you if you wish to go to a pharmacy with a higher dispensing fee. In



#251 12899 76 Ave
Surrey, BC

Your Executive:

Chair:

Denise Parks
Newton Library
604-598-7405
cupe40202chair@mail.com

Vice Chair:

Eileen McMillan
Collections Services
604-598-7388
cupe40202vicechair@mail.com

Secretary:

Kelly Kennedy
Collections Services
604-598-7389
cupe40202secretary@mail.com

Chief Shop Steward:

Jan Parker
Strawberry Hill
604-501-5844
cupe40202css@mail.com

Member-at-Large:

Susan Andrews
Guildford Library
604-598-7379
cupe40202mal@mail.com

Sergeant-at-Arms:

Sandra Cole
City Centre
604-598-7439
cupe40202saa@mail.com

402-02.cupe.ca



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WORKERS**

Benefit Changes... continued

April, Michael Ho sent an email linking to a City Intranet post that listed 15 pharmacies that have reasonable and customary dispensing fess (\$10 or less). Costco typically offers the lowest dispensing fess and there is no requirement to be a member to have your prescription filled there. Manulife offers an online Pharmacy Savings Search Tool that can help you compare drug costs in an area. You simply log in to the Member Benefits site at www.manulife.ca and the Pharmacy Savings Search tool is listed under Quick Links on the right. I tried several different drugs and found that it lists an estimated full price including dispensing fee, so if you are searching for lowest dispensing fee you may need to click on each pharmacy in the results list to get more details.

Mandatory Generic Drug Substitution: Also, effective as of May 1, 2017, the maximum amount of any covered expense covered for a prescription drug is the price of the lowest cost generic equivalent that can legally be used to fill the prescription. Reimbursement for the prescribed product will occur when a prescription contains a written direction from your physician or dentist that the prescribed drug is not to be substituted with another product. This is known as a "No Substitution Prescription". Reimbursement at the cost of the prescribed product will also occur if there is no generic equivalent product for the prescribed drug or medicine. When I visited my doctor I asked him about the generic drug substitution, and he said that for me the generic drugs will work just as well. The Union recommends that you let your doctor know about the new generic drug substitution language, so your doctor can decide if it is necessary to write a No Substitution Prescription for you.

Submitted by Eileen McMillan

Word Search Puzzle

I V Y Z N S A I Q G Z L R P P
X P T V O N Y W F V A G E R W
H M F A I O J D A C Q B D I A
E E I R T X Q B R T Q N F M S
J Z F E A Y Q O F H T J L E M
T Z D V R X S I W R W O K M A
M S E A B S W A D A N A C I P
P A R E E O C H V J L T H N L
E W D B L B A Y I T S Z U I E
C O N F E D E R A T I O N S L
J U U F C G V E A T E D U T E
O I H F M T R H O C K E Y E A
V N E K R G G Y N Q S V D R F
C V N P R O V I N C E S H S W
F D O S E I R O T I R R E T F

BEAVER
CANADA
CELEBRATION
CONFEDERATION
GREAT LAKES
HOCKEY
LACROSSE
MAPLE LEAF
ONE HUNDRED FIFTY
OTTAWA
PRIME MINISTER
PROVINCES
RED
TERRITORIES
WHITE

Send your completed puzzle to Kelly Kennedy to have your name entered into a draw for a \$10 Starbucks gift card.