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Film List

Kinky boots

This is the story of Charlie Price who inherits his father's shoe factory in Northampton, England. To keep the business afloat, Charlie connects with a transvestite cabaret singer played by actor Chiwetel Ejiofor. Together they produce erotic footwear and save jobs.

Bread and roses

Maya is an illegal alien who has crossed the U.S. border from Mexico to search for her sister Rosa, and to begin a new life. After being reunited with Rosa, Maya gets a job with a janitorial service in a large office building and through that gets involved with the "justice for janitors" campaign.

Staff News

- ◆ Please give a warm welcome to all our new brothers and sisters: Laura O., Margaret G., Kirsten M., Stephanie H., Christopher M. and Linda B.
- ◆ Please give a fond farewell to Jing W., Chelsea B., and Susie C. who are all moving on to new opportunities!
- ◆ And last, but not least, lets give a hearty congratulations to Jane M. and Johanne W. who are our latest retirees!
- ◆ Congratulations also go to all the successful applicants in all the recent job postings!

Access to Personnel file

The Collective Agreement, Article 7.4 (c) states that an employee shall have the right, by appointment, to have access to and review their personnel file and shall have the right to respond in writing to any document contained therein, such a reply becoming part of the permanent record.

Personnel Files contain a history of an employee from their initial application to the end of their employment. This may include such items as appraisals, letters of recognition, disciplinary reports, training records, requests for training or compliments or complaints from customers or coworkers. Employees should be aware of all documents in their file, whether they agree with the contents or not. The file is the property of the Employer. To maintain confidentiality only authorized personnel such as HR and Administration staff or Managers should have access to it.

— submitted by Jan Parker

Peer to Peer

Just need someone to talk to? Looking for a resource to help with your aging parent? Struggling with financial or legal issues – going through a divorce or separation? Or just having a tough time coping at the moment - Peer to Peer workers are there to help guide you to the resources to assist you in getting the help or counselling you may need. It is totally confidential and all Peer to Peer workers have gone through union counsellor training. Call the Union office for a Peer to Peer Committee member in your area.

— 402.cupe.ca

Meeting Dates

Newton Library

9:30 pm

2016

September 21st

October 26th

November 16th

2017

January 18th

February 15th

March 15th

April 19th

May 17th

June 21st

Happy at Work

“Happy” and “work” in the same sentence are often viewed as an oxymoron. Who is happy working, right?!? Well, it exists, and isn’t talked about all that often. Why? Because societal opinions maintain that “work” is supposed to be dreadful, awful, and unlikable. It’s not really *cool* to love your job or to enjoy going to work. Look at all the quotes and jokes about horrible Mondays and TGIF, but is there a way to make work fun and happy? Researchers strive to find the secret recipe to what makes a workplace a happy place. There isn’t a magic formula, but there is a lot of research and documented case files that have similar qualities to what makes those happy places exist.

Fleetwood is one of those workplaces that is a happy place to work. I love my job and my co-workers. We all do. We actually want to be with each other and want to make our branch ever better all the time. When I stop and think about why this, there are several qualities that are consistent at the branch that I feel contribute to this emotional state. It seems that one of the biggest contributors to enjoying our jobs is that we all *want* to be happy and get along. Just having that mindset is important. Happiness is actually a choice, and we regularly need to remind ourselves that we choose to enjoy work. According to Harvard Business Review’s article on Positive Intelligence by Shawn Achor from the Jan-Feb 2012, you can train the brain to be positive. Achor says that engaging in one positive exercise once a day for three weeks will have a lasting impact.

Having said that, it’s not always sunshine and rainbows. There are times our personalities clash and we disagree about things, and times we are frustrated by our co-workers. I feel the most important way to get through these times is to decide it’s more important to be a team than it is to be angry or against someone. Attempting to understand why people do what they do is enlightening and helps to figure out motivation and intention. An important mindset to maintain is to assume all intention is good. Examine how your actions or non-actions contributed or contaminated the situation and decide that you are willing to invest in changing the situation so it works for everyone.

In the same article from Harvard Business Review, Achor discusses the quality of social support in organizations. His findings proved increased longevity to those who had high social support. Even more interesting were the results of the *providers* of the social support. Those who provided social support (like stepping up and taking on assignments or work tasks, including co-workers for lunch, and being a good listener) were ten times more likely to be engaged at work and were forty percent more likely to receive a promotion. At Fleetwood, this is true. Everyone steps up and does a lot of “little things” that boost the energy and spirits of others at the branch.

Lawyer, turned Career Coach, Mo Chanmugham outlines one of the theories of human motivation in his article in Forbes Community Voice, June 2016. He identifies a 5 Factor Holistic Assessment: mentally, emotionally, creatively, socially, financially. Success and happiness are defined differently by everyone. It’s important to evaluate what that means to you, and make the effort to bring that into your work life. It’s worth it, but it requires the mindset that you want it to work. One of my favourite Dr. Phil quotes is, “Do you want to be right, or do you want to be happy?” It’s a choice. Challenge yourself to set the mindset for a month, regardless of what is thrown your way at work and see what happens.

— Submitted by Marnie Miller

Communications Survey

1. Which features do you like? Check all that apply

- 402-02 specific articles
- Branch features
- CUPE National headlines
- Current disputes
- Film/Book list
- Recipe
- Word search
- Other: _____

2. Do you find the newsletter informative?

- Yes
- No

3. How do you find out about Union issues?

4. Are you aware we have a website (402-02.cupe.ca)?

- Yes
- No

5. Do you have any suggestions on how to improve this newsletter?

6. Would you be willing to contribute to our newsletter?

- Yes
- No

***Send your completed trivia to Kelly Kennedy to be entered into a draw

E-mail consent

The Union is collecting E-mail addresses in order to try and keep our membership up to date with current events, membership meeting notifications, and bargaining updates. If you are currently receiving meeting notifications through your personal e-mail, then you're already on the list and don't need to fill it out again!

Name: _____

E-mail: _____

- Please check here if you consent to being added to our CUPE 402-02 e-mail notifications. E-mails are sent (usually) once a month and there is an opt-out option available.

Current Disputes

Strikes and Lockouts

International Union of
Operating Engineers
(IUOE) Local 115

vs.

Hyland Precast
(Cumberland)

Please respect the unions' picket lines in the above disputes, and do not patronize these businesses until the dispute is settled.

CUPE 402-02

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Your Executive:

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Sergeant-at-Arms:

Sandra Cole
City Centre
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402-02.cupe.ca

Website Trivia

402-02.cupe.ca

1. What was the headline on April 7th, 2016?

2. Who posted it?

3. What is under resources?

4. How many newsletters are available on the website?

5. Using the search button, how many results for "Executive" do you get?



***Send your completed trivia to Kelly Kennedy to be entered into a draw

Canada Day Word Search



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

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|--------------|-----------|
| BASKETBALL | JULY |
| CANADA | LACROSSE |
| CELEBRATIONS | MOOSE |
| CLOVERDALE | MOUNTAINS |
| DEER | RCMP |
| ELK | |
| GOOSE | |
| GRIZZLY | |
| HOCKEY | |
| ICE | |

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