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UNION FILM

North Country:

This film is based on a story documented in the book *Class Action* about events that led to a landmark case that changed sexual harassment law. Set at an iron mine in Minnesota, the film looks at women workers enduring sexual harassment and their successful class action suit that set many important legal precedents on making workplaces safer for women.

Know your rights

The People’s Law School has produced a Booklet titled “Working in BC, Your Rights and Responsibilities”. It outlines the Rights and Responsibilities of an Employee from getting hired to leaving their employment. The Employment Standards Act lists the minimum rights of employees which forms the basis of many Collective Agreements. In Collective Bargaining, Unions are able to negotiate improvements to these basic rights. One example of this is Statutory Holidays, where the Act grants ten Statutory days and CUPE 402-02 has bargained two additional days.

In addition to the Employment Standards Act and Collective Agreements, employees have guaranteed rights under the BC Human Rights Code. A Human Rights Tribunal hears and rules on complaints of discrimination as outline in the Code. It is the responsibility of both the Employer and the Employee to treat others with respect.

Included in the Booklet is a chart titled Helpful Information which gives contact information and a brief description of services offered by WorksafeBC, Services Canada, Employment Standards and BC Human Rights. You can check it out at:

www.publiclegaled.bc.ca/wp-content/uploads/2013/07/Woring-in-BC-3-2012.pdf

Submitted by: Jan Parker

Attendance Support Program

In the next few weeks regular employees will be receiving emails from their managers with their Annual percentage numbers for the Attendance Support Program. In January, Management sent out an e-mail stating that the library annual average for this year is 4.31%. This number is down from 4.41% last year. According to the City’s Attendance Support Program Brochure the goal of the program “is to support employee attendance success through heightened awareness, progressive discussions, early intervention, and individual case management.”

The Union does not agree with or support this policy inflicted upon us by Management, however under law, the employer is permitted to introduce a leave management policy. The Executive is ready and willing to support any member in dealing with this policy, and we have prepared a checklist for the membership as a guideline to assist our members in defending themselves against this.

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Attendance Support Program

- Keep notes; write down the reason, and your details of the illness in a form you can keep, i.e. in a diary, a planner, electronic notes, etc.
- If you are requested to provide a Doctor's note, if you are off more than one day, go to your doctor and get a note. Keep a copy of the Doctors note with your notes.
- If you are brought in for the first step talk, you do NOT have to reveal to your manager all the "gory details" of your illness. You have the right to have a Shop Steward present at this meeting to assist you, and should arrange for one to be present before going in to the meeting. Be prepared that the first step of this policy will require you to obtain a Doctor's note for every sick absence.
- Continue to keep notes. Keep them in a safe place.
- If you do develop a chronic or severe illness, keep in touch with your manager, they do have a right to know when you will be expected to return to work. Again you don't need to reveal all the details of your condition to your manager, just a prognosis on your expected return to work.
- Keep in touch with the Union, either through your shop steward, or just call or email a member of the Executive if you have any questions about this policy.

Submitted by: Eileen McMillan

Collective Bargaining word search

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

ACCOMMODATING
 AGREEMENT
 COLLECTIVE
 COMPROMISE
 DEBATING
 DISCUSSION
 DOCUMENTING
 EMPLOYER
 FAIR
 ISSUES
 MEETING
 NEGOTIATIONS
 RESPECTFUL
 SETTLEMENT
 UNION
 VALUE



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