



CUPE  
402.02  
SURREY LIBRARY  
WORKERS

# LIBRARY TALK

Winter 2019  
Volume 12, Issue 1

## Recognition and negotiations

Article 3.2 states: ***“No employee shall be required or permitted to make any written or verbal agreement with the Library or their representatives which may conflict with the terms of this collective Agreement.”***

What does this really mean? If an employee wants to change or alter anything about his/her work hours or schedule or take an extended Leave of Absence, the member needs to first come to the Union Executive who will take the request to Management.

This ensures that the Union maintains the role as the exclusive bargaining agent for all of the Union employees. This also ensures that all employees are treated fairly and equitably, even though each case is treated on a case by case basis.

--submitted by Jan Parker

## Paystub reminders

It is your responsibility to check your payroll summary each time to ensure that your hours, rate of pay, vacation leave balances, and deductions are correct. If you see any errors, please contact your timekeeper as soon as possible to make necessary corrections. If there are discrepancies, you can contact the Union for assistance.

**The Executive highly recommends keeping a calendar of all of your shifts, sick days, vacation leaves, or leave of absences, so that you have everything all in one place in case there are discrepancies.**

--submitted by Eileen McMillan

## Executive

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Sandra Cole  
City Centre  
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## 10 Reasons to attend a Union Meeting:

1. Voice concerns
2. Learn about the Collective Agreement
3. Learn about education opportunities
4. Learn about current issues locally, provincially, and federally
5. Share experiences
6. Solidarity
7. Connecting with members from other branches
8. Scholarships
9. Monthly Draws
10. Incentive Draw

## Good Reads

by Carolyn Casenas

Duchess Bake Shop  
by Giselle Courteau

Rick Mercer Final Report  
by Rick Mercer

Department of sensitive crimes  
by Alexander McCall-Smith

The life-changing magic of tidying up  
by Marie Kondo

The art of gathering: how we meet and why it matters  
by Priya Parker

## What do I get for my Union dues?

As members of CUPE 402-02 we are required to pay union dues. CUPE, Canada's largest union, has over 600,000 members, and the dues that we pay go to support our Local, CUPE BC and CUPE National.

At the Provincial and National levels, our dues are used to establish strike funds, pay staff for their expertise (eg: CUPE reps., lawyers, health and safety experts, etc.) and to lobby for improved working and living conditions. Unions have worked together to get universal benefits like minimum wage, the Canada Pension Plan, health care, Employment Insurance, paid statutory holidays and much more.

- At the local level, our dues are used for to pay for:
- Full-time president and office staff (CUPE 402)
- Offices for meetings and to conduct union business
- Local strike fund
- Education
- Grievances & arbitrations
- Scholarships
- Hardship fund
- Community support – food banks, shelters, etc.
- Children's Christmas party



Please get involved. The more you participate, the more you will learn and appreciate your union.

--submitted by Denise Parks

## Coffee Breaks

According to [nationalcoffeebreak.org](http://nationalcoffeebreak.org), coffee breaks were started by working women in Stoughton Wisconsin in the 1880's. The women took morning and afternoon breaks to run home and check on their children, do some chores and grab a cup of coffee from a pot that was always on the stove.

A hundred years later, things haven't changed much. We may not be able to run home on our coffee breaks, but many of us still use this time to call family or friends, do chores such as paying bills or make appointments.

Time Magazine declared in March 1951 "The morning coffee break had become as deeply entrenched in U.S. custom as the seventh-inning stretch and the banana split."

Despite this, here in BC, the Employment Standard Act states that "Employers are not required to provide coffee breaks".

We enjoy the benefit of coffee breaks due to Collective Bargaining. This means we

gave up something so that each staff member has the right to take a break.

So, whether you relax with a cup coffee and a book, go for a short walk, chat with co-workers in the staff room or make phone calls, remember this time was bargained for you. Enjoy it.

--submitted by Jan Parker

## Aches, Strains, and Pains

Sore muscles can occur for many different reasons. Whether it is overdoing an activity, wrong posture, or doing a repetitive activity. There are many aspects of each of our jobs that can create injuries that occur over time. It can be from the way you use a computer, the handling of books, or even the way that you stand.

Here are some tips to prevent injury while working:

- Stretching – take a couple of minutes to stretch the main muscles that you are using. Whether you are sitting, standing, or moving about for your job.
- Micro-breaks - what a micro-break is taking 30 seconds and doing a quick stretch.
- Variety of tasks throughout the workday – that means not continuing to do the same task for hours, whether it be shelving books, checking in, or even working on the computer
- Using tools to help with doing the job – this could be adjusting the environment to fit your body
- Using proper posture – standing up straight can help reduce any back pain and helps with breathing
- Using proper lifting – bending with the knees when lifting and getting help moving boxes
- Exercise – being fit will help your body be able to handle the tasks required at work

Remember if you are starting to feel a constant pain when working, please talk to someone about it whether it is your doctor, supervisor, or a health & safety committee member.

Time is the best healer but even better is not be injured in the first place.

--submitted by Sandra Cole



## Current Disputes

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

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### STRIKES AND LOCKOUTS

MoveUP vs. Westminster Savings Credit Union  
Major Issues: Pension  
Commenced: January 22, 2019

USW vs Interior Forest Products  
Major Issues: Wages, Pensions, Shift-Differential  
Commenced: November 26, 2018

CUPW vs Canada Post  
Major Issues: Health & Safety, Gender Equality, Full-Time Jobs  
Commenced: October 22, 2018

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### SETTLED

BCGEU vs Well Being Seniors Village

CUPE 458 vs Village of Harrison Hot Springs

CUPE 15 vs Vancouver Art Gallery

# 2019 Meeting Dates:

January 16, 2019

February 20, 2019

March 20, 2019

April 17, 2019  
(elections)

May 15, 2019

June 19, 2019

September 18, 2019

October 16, 2019

November 20, 2019

\*\*\*All meetings begin at 9:20 pm  
at the Newton Library\*\*\*

## Yogurt Cake with Marmalade Glaze

**Ingredients:**

1 1/2 cups all purpose flour  
2 teaspoons baking powder  
1/4 teaspoon salt  
1 cup plain whole-milk yogurt  
1 cup sugar  
3 large eggs

1 teaspoon (packed) finely grated lemon peel  
1/4 teaspoon vanilla extract  
1/2 cup vegetable oil  
1/4 cup lemon, orange, or grapefruit marmalade (for glaze)  
1 teaspoon water

**Directions:**

Position rack in center of oven and preheat to 350°F. Generously butter 8 1/2x4 1/2x2 1/2-inch metal loaf pan. Sift flour, baking powder, and salt into medium bowl. Combine yogurt, sugar, eggs, lemon peel, and vanilla in large bowl; whisk until well blended. Gradually whisk in dry ingredients. Using rubber spatula, fold in oil. Transfer batter to prepared pan. Place pan on baking sheet.

Place cake on baking sheet in oven and bake until cake begins to pull away from sides of pan and tester inserted into center comes out clean, about 50 minutes. Cool cake in pan on rack 5 minutes. Cut around pan sides to loosen cake. Turn cake out onto rack. Turn cake upright on rack and cool completely.

Stir marmalade and 1 teaspoon water in small saucepan over medium heat until marmalade melts. Brush hot mixture over top of cake. Let glaze cool and set.

<https://www.epicurious.com/recipes/food/views/yogurt-cake-with-marmalade-glaze-231588>

## Spring Scramble

KTPICRA   
4

LAPUCNEHRE   
7

GEENR   
5

BIAROWN   
8

NIRLEDA   
5

HIRSI   
6

LUYCK   
10

RAMSOCHK   
2

NSTIA   
6 9

MEIRIKLC   
3



Unscramble each of the clue words. Copy the letters in the numbered cells to other cells with the same number.

1 2 3 4 5 6 7 8 9 10

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