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A Message from the Union Chair

Hello everyone,

With the mild seasonal temperatures, it didn't seem much like winter until we got a blast of arctic chill in the middle of February! Hope everyone weathered (pun-intended) through it, and all is well.

Though we had to cancel the February General Meeting, we have been busy helping out the larger local, CUPE 402, with holding the vote for ratifying their new tentative agreement. Meanwhile, our own Bargaining committee has also been busy, having met the Employer several times since the new year. We have committed and will continue to post updates throughout that process in the form of email bulletins.

If you have not already signed up to receive emails from the Union, please contact Kelly (cupe40202secretary@outlook.com) to have your name entered into the subscription list.

In solidarity,
Jasper



CUPE402.02
SURREY LIBRARY WORKERS

2026 Meeting Dates

March 18, 2026
Online (Zoom)
9:30 PM

April 15, 2026
In person (Newton)
9:30 PM

May 20, 2026
Online (Zoom)
9:30 PM

June 17, 2026
In Person (Newton)
5:30 PM

September 16, 2026
In Person (Newton)
5:30 PM

October 21, 2026
Online (Zoom)
9:30 PM

November 18, 2026
In Person (Newton)
5:30 PM



CUPE
402.02
SURREY LIBRARY
WORKERS

CLC Winter School provides valuable learning opportunities for BC union members

Jasper and Zach represented CUPE 402-02 at the 51st Annual Canadian Labour Congress (CLC) Pacific Region Winter School in Harrison Hot Springs.

CLC's Pacific Region Winter School offers more than 35 unique week-long labour-related courses over a period of five weeks. Jasper and Zach both attended the second week, from January 18 to 23.

Winter School courses run from 9am-4:30pm, with a break in the middle for lunch. There are additional plenary sessions in the early evening. The plenary sessions range from panel discussions (our week's session included a Q&A with BC Legislative Assembly Speaker Raj Chouhan) to a choir night (yes, you have to sing!). Around 700 to 900 students attend the Pacific Region Winter School each year, making it the largest labour school in the country.

This year, Zach took the Facing Management Effectively course, while Jasper attended the Benefits Bargaining course.

Facing Management Effectively encouraged participants to think critically about the dynamics at play between labour and management.

The course reviewed several different management styles and provided methodologies for communicating clearly and strategically with each style. It also placed special emphasis on solving problems as they arise—making fact-based cases, defusing potential points of conflict, and navi-

gating toward solutions that both sides can agree upon. It was a highly interactive course, with lots of role play and “energizer” activities that had students roving around the classroom.

Benefits Bargaining was more of a “sit-down” course by comparison, but it was no less useful—especially since CUPE 402-02 is in the thick of the bargaining process.

In this course, students learned about how various benefit plans are designed, how they can change, and which plans should be avoided entirely. Special emphasis was placed on balancing benefit plans in the face of increasing costs—and anticipating the management-side response to these changes. The course provided examples of clear collective agreement language that reduces ambiguities around benefits and helps prevent conflict down the road.

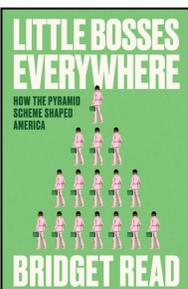
The Canadian Labour Congress and its affiliates provide several scholarships for various Winter School courses. (CUPE Local 402 helped establish the Donna Sheaves Memorial Scholarship for the Women in Leadership course.)

For more information about these scholarships and how to apply, visit <https://winterschool.ca/registration/>. If you're interested in applying for next year's Winter School, please also let a member of the 402-02 executive team know.

Union Goodreads

Little Bosses Everywhere—Bridget Read

Direct selling—and its dubious cousin, multi-level marketing, or MLM—has long been publicized as a quick, low-barrier route to “becoming your own boss.” Yet, as Bridget Read’s book shows over and over, behind promises of prosperity and autonomy lies debt and desperation for many of the people involved.



Little Bosses Everywhere traces the history of direct selling, starting with companies like Avon, Fuller Brush and Nutrilite, and its gradual morph into the modern MLM, exemplified by companies like Mary Kay, Herbalife, and Amway. As

companies like these rose to prominence—and, frequently, fell from grace—in the middle of the 20th century, some began to develop a more markedly ideological bent. They formed a powerful lobbying group, the Direct Sellers Association, and sanitized their reputations in the business-friendly 1980s and 1990s by recasting themselves as the very manifestation of a common dream (the name Amway, for an unsubtle example, is sort for **American Way**).

Overall, *Little Bossed Everywhere* is a well-researched, muckraking exposé of a business model I had only vaguely understood before. It would have been nice to hear some more testimonials from regular people caught up in these schemes, but that’s a small quibble about an otherwise solid book. **-Zach**

CUPE issues guide to collective agreement language for workers under permit

CUPE National has released a comprehensive guide to collective agreement language that better protects workers under temporary foreign worker (TFW) permits, study permits, and post-graduation work permits (PGWPs).

Members with temporary immigration statuses are particularly vulnerable to exploitative employer practices because they lack some of the legal protections and privileges afforded to permanent residents and Canadian citizens. CUPE’s guide describes common issues particular to members working under permit and provides detailed collective bargaining language templates

to help union locals get these members’ rights in writing.

The guide includes provisions for communication between labour and management, documentation required of the union and management, grievances, immigration-related time off, language training, translation services, discrimination, and harassment. It also offers a glossary of relevant terms.

To order free print copies or download the guide, visit <https://cupe.ca/orders/guide-collective-agreement-language-support-members-temporary-work-permits>.

Did You Know?

Good of the Union

Do you know a fellow member who is celebrating something special? In need of support or acknowledgement?

Email Zach (cupe40202mal@outlook.com) or let any member of your Union Executive team know, and we’ll send the member a card.

Do you have anything you’d like to see in our Spring Newsletter?

Please let Zach or any member of our Executive know. Next issue expected May 2026.

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Vacant

Recipe: Winter Salad with Maple Dijon Vinaigrette

Ingredients

large sweet potato peeled, diced
2 beets quartered
2 tbsp olive oil
½ cup pomegranate arils
½ cup toasted pecans
4 oz goat cheese
8 cups kale
salt and pepper to taste

Dressing

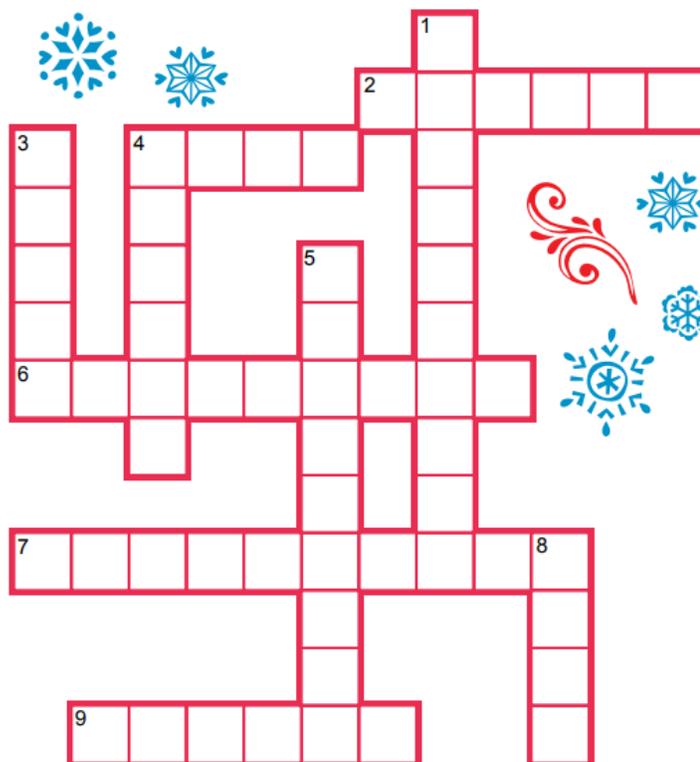
¼ cup apple cider vinegar
3 tbsp maple syrup
2 tbsp Dijon mustard
¼ tsp garlic powder
½ tsp salt
½ tsp black pepper
½ cup vegetable oil



Source: <https://www.spendwithpennies.com/winter-salad-with-maple-dijon-vinaigrette/>

1. Preheat oven to 425°F.
2. Toss sweet potatoes with 1 tablespoon olive oil and place on baking sheet. Toss beets with remaining olive oil and place on pan.
3. Season sweet potatoes and beets with salt and pepper. Roast 35-40 minutes or until tender. Remove from the oven and cool. Rub the skin of the beets to remove.
4. Combine all dressing ingredients in a small jar and shake well.
5. Add salad ingredients to a large bowl, including cooled beets and sweet potatoes. Drizzle with dressing and serve.

Activity: Winter Crossword



ACROSS

- 2 sliding down a snowy hill on a circular object
- 4 you light one to keep warm
- 6 motion people sometimes do to try to keep warm
- 7 clusters of ice crystals that fall from the sky
- 9 hand tool that removes snow from walkways

DOWN

- 1 article of clothing worn under a sweater or sweat-shirt
- 3 accessory pair that keeps feet and lower legs warm
- 4 adjective for extremely cold weather
- 5 wall opening for burning wood or gas logs
- 8 liquid nourishment with starches, veggies and/or meat

Submit your finished puzzle to Kelly Kennedy in CS by March 15 to be entered into a prize draw!

Source: <https://www.yourdictionary.com/articles/winter-word-games>