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The next Provincial General Election is on

May 9, 2017

register online to vote

or by phone

1-800-661-8683

To Break or Not To Break

Are you an employee that feels that you do not need a break or that you have just too much work to catch up on that you feel that you can't afford to take your break(s)? Well I thought I would show you what you are giving up when you choose (I cannot express this enough "You Choose") to not take your break or breaks what you "Loose" and what the employer "Gains".

Now I looked at this from the different types of breaks that people choose to give up and I know that it is not the same for everyone every day. I also calculated this by 255 week days per year not including the week we get off between Christmas and New Years at the Paygrade 1 Step 1 of \$ 18.83 per hour as of July 1 2016 (lowest pay on the pay scale), so you can see the least of what is being given up. (See table below)

One 15-minute coffee break alone equals \$171.49 which would help pay for some groceries or towards your bills. This is what the employer is gaining...so how many people in your office giving up their breaks?

Depending on the number throughout the college could add up to a new position or positions that the employer is getting for free. This is just food for thought or yet food for what you may be giving away. Remember that you earn your breaks and vacation and you should take them to keep a healthy mind and body.

| Break Type (When not taken) | Minute | # of Week Days per year | Total Minutes | Hrs | Days worked without pay (Full-time) | Paygrade 1 Step 1 \$18.83 hr |
|--|--------|-------------------------|---------------|--------|-------------------------------------|------------------------------|
| 15-minute Coffee Break | 15 | 255 | 3825 | 63.75 | 9.107 | \$ 171.49 |
| 1/2 hr lunch or 2 15-Minute Coffee Break | 30 | 255 | 7650 | 127.50 | 18.214 | \$ 342.98 |
| 1/2 hr lunch & 1 15-Minute Coffee Break | 45 | 255 | 11475 | 191.25 | 27.321 | \$ 514.46 |
| 1 hr Lunch Break | 60 | 255 | 15300 | 255.00 | 36.429 | \$ 685.95 |
| 1 hr lunch & 1 15-Minute Coffee Break | 75 | 255 | 19125 | 318.75 | 45.536 | \$ 857.44 |
| 1 hr Lunch Break & 2 15-Minute Coffee Breaks | 90 | 255 | 22950 | 382.50 | 54.643 | \$ 1,028.93 |

In Solidarity, Myra Grypuik

CUPE calls for action on recognizing Indigenous rights

CUPE is urging its members to join the call for the full adoption and implementation of the United Nations Declaration on the Rights of Indigenous Peoples.



Despite previous pledges of support, the Trudeau Liberals have backed away from promises to fully implement the Declaration in Canada. There are growing concerns the federal government might adopt it but not make it enforceable, or perhaps alter it so it can't effectively recognize Indigenous rights in any meaningful way.

According to the Truth and Reconciliation Commission, the full adoption and implementation of the Declaration is essential to reconciliation and healing the legacy of residential schools, and reversing the on-going harm caused by colonialism on Indigenous peoples.

NDP Member of Parliament Romeo Saganash has tabled a private member's bill, C-262, that calls for all Canadian laws to respect the Declaration on the Rights of Indigenous Peoples. If it passes, it would go a long way to showing that Canada has a genuine commitment to reconciliation.

CUPE is urging all MPs to support this important bill, and is asking its 639,000 members across Canada to show their support for the adoption and implementation of the UN Declaration.

Add your voice to the call for equality and justice for Indigenous peoples by signing the petition at adoptandimplement.com

Like and share on [Facebook](#)

Make your voice heard on Twitter by using the [#adoptandimplement](#) hashtag

(from CUPE National)

Introduction to Stewarding – Thank You

Recently I attended the *Intro to Stewarding Workshop* sponsored by CUPE 2081. Coming from a private sector job and entering into a Union I was excited at the prospect of having medical benefits, job security, dental, and to top it off-a chance at the “elusive” retirement! What I didn't think about was the support system that comes with a Union environment.

It's something that hopefully most of us won't need, all of us have and many of us have already felt. The ‘behind the scenes’ negotiating of our rights as a CUPE member, the emotional backing in times of hardship and the continued watchful presence of your rights as an employee is something I feel very proud of.

I have had many thoughts since joining our Union - how could I participate, what could I do to help? Would I be able to one day assist someone else in need of support? The idea of becoming involved with the Union feels, at times a little daunting - the language, the legality and the amount of knowledge needed to handle issues seem (and still seem to be) a little foreign. Not to mention the time. Where do I/we find the time?

A few months ago the opportunity to sign up for the *Intro to Stewarding Workshop* (with a no obligation clause) came up. I thought “just do it”. I went into my first morning of the workshop without any expectations about what I would learn or how I would feel about the course. I headed off to find out what the role of a steward is and the role of my Union.

The course consisted of around 24 CUPE members from all over the Island. I was inspired by their passion, their willingness to helping out fellow co-workers and saddened to hear what some had experienced and continued to experience. It was these experiences that led them to become stewards. I left the workshop with a sense of empowerment and belonging.

I still feel a bit unsure on what role will fit me and where I will end up but I will continue to dip my toe into the CUPE education pond and slowly find my place. I look forward to one day being in the position to support and stand up for my fellow members.

Thank You CUPE 2081.
Milo Anstey

Historically, the periods when union membership were highest were those when inequality was least.

~Unknown



How CUPE 2081 helped me find my inner athlete

My life has been a long, sad tale of physical weakness and athletic ineptitude. As a small child, I was told I didn't really have the arm strength to stir cookie batter properly. In elementary school, I was the girl stationed way out in right field, praying the baseball didn't come anywhere near me. As a teenager, I was always picked last for team sports, even when my own friends were doing the picking. Nowadays, my poor husband never asks me to help him move furniture, because it just hurts my hands too much. Also, sometimes I pass out if I injure myself, or maybe if you do. I am a miracle of evolution. So, naturally, when my friend and CUPE 2081 colleague, Louise Thauvette, asked if I wanted to join a dragon boat team, I said, "sure!"

And so away we went, with a group of other middle-aged ladies, paddling away in the Gorge waterway in the beautiful early evening sun. Twice a week, all summer long. And it was hard. Really hard. Like calculus, but harder. We often thought we might puke—not from the motion-sickness that plagued so many of our teammates, but from pure overwhelming physical exhaustion. We were sore a lot. We whined a lot. But we persevered.

Our team was signed up for three races over the course of the summer. At the first race, we came last in every heat, except for the one time another team accidentally veered out of their lane and was disqualified. At the second race, we came last in every heat. Life as usual for me, but it was very sad for people who had hopes and expectations. It was a problem.

On the weekend of our final race of the season, something very strange happened. We finished not last. Then we finished not last again, and again, and THEN we actually came second. We won a silver medal!

It was crazy. It was awesome. It was way better than coming in last. Turns out I am a super jock after all!

And it never would have happened without CUPE2081. As members, we are eligible for up to \$500 annually in recreation funding. This covered the fees for summer paddling and it should cover a good chunk of the costs for winter paddling, too.

It allowed me to take a chance on something that was very much an unknown quantity, and very much outside of my comfort zone. I'm a happier, healthier person; maybe even a better employee. We are so fortunate to have access to this benefit. I really encourage everyone to take advantage of the possibilities it offers. You never know what might happen!

In solidarity, Leslie McArthur



CUPE BC Convention: April 26-29

CUPE BC's 54th annual convention will be in Victoria from April 26-29, 2017 at the Victoria Conference Centre. Building on the success of our convention app last year, we'll have a brand-new edition for delegates to use, as well as folks who can't make it to Convention but want to follow the action and debates from home. For more information, visit: www.cupe.bc.ca/convention_2017.

*above: Campus Steward Shane Johnson speaks at CUPEBC 2016
below: Communications breakfast crowd, early start*



PrintShop Update

Hey there! Your friendly neighbourhood Printshop here. In case you were wondering what it's like around semester start for us here in the Interurban and Lansdowne shops... We printed approximately 239 different course packs in a 6-week period, which makes for a total of about 7009 copies. On that note, deadlines for submission for course packs for Summer 2017 and Fall 2017 are coming up (*wink-wink nudge-nudge*).

Now that the initial semester start rush is over, we are slipping in to round one of "midterm season"; so you can see that some aspects of the PrintShop work comes in waves, but always a constant in the background are the multitude of other things our busy workers "in the back" do: wide-format printing, colour printing, laminating, spiral-binding, booklet-making, folding, shrink-wrapping, padding, cutting, trimming, etc., etc. Just to name a few! If you can dream it, we can (probably) print it – there's a reason that's our motto!

With the fairly recent closure of the BC Government's union-run print shop Queen's Printer, the PrintShop here at Camosun has become a contractor for the BC Government with the option to compete for purchase orders through what is left of that department. Some solace can be taken in knowing that at least a portion of the printing being distributed for British Columbians has union work behind it.

We have always been open for printing for those outside of the college, and have for many years printed materials that contribute to and support other union campaigns, such as the "Save Door to Door" campaign (Canadian Union of Postal Workers). We also print a large volume of Collective Agreement booklets for various employers across Canada, as well as many Student Societies in Canada and many small businesses in the Victoria area.

In solidarity, Acacia Spencer-Hills

Changes and accomplishments in the department over the last year:

- NDP buttons for Mitzi Dean, Gary Holman, & Bryce Casavant
- We can now print custom shaped vinyl stickers, reflective vinyl, door hangers, clear toner (spot varnish), white toner, and more.
- Satellite Shop hired a new person to run the shop in CBA Atrium
- Queen's printer Contractor
- Printing for other Unionized Organizations (collective agreements etc)

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Don't go in alone

Your Union would like to offer this advice. If you are asked to attend a meeting that involves discussion concerning your hours of work, job description, shift work, vacations, attendance, any issues of discipline or letters of expectations', please call the Union office and ask for a Shop steward or a Union Representative.

You are allowed at any time during a meeting that you feel uncomfortable to ask that this meeting be rescheduled until you can arrange for Union representation.

We are able to help guide you through the process. We have had on occasion were a member has not had proper representation at meetings and they were not familiar with their rights as outlined in your Collective agreement. This has led to confusion and an outcome which is not in the member's best interest.

So if you are scheduled to go to a meeting for reasons as outlined please call for a Shop Steward or if you are in a meeting and you are feeling uncomfortable be very polite and ask that this meeting be rescheduled and leave the room.

In solidarity, Keith Todd

