

## Monthly Update for March/April 2024

### **Market Adjustments and Wage Standardization:**

The Market Adjustment and Wage Standardization Committee continues to work on the outstanding jobs. In the next week or two there should be an announcement of more jobs that we will have signed off on. There are several jobs remaining that are still being worked on. The Committee want to ensure that we are getting the best rate possible so are holding on to a few jobs.

Several folks have mentioned that we had advised the 2<sup>nd</sup> batch of jobs would be released “soon, in the next couple of weeks.” Unfortunately, it has taken a little longer to come to agreement on a couple of jobs and to get the Memorandums of Agreement (MOAs) completed and signed.

### **Home Care Inclusion into HEB benefits and pension:**

There has been movement on these negotiations. As had been talked about in the General Membership meeting in February, we are hoping to have further information in late Spring.

### **Bargaining:**

You will have all received the 1<sup>st</sup> Bargaining Update for this round of bargaining. Thank you to all the members who completed the surveys. Your input was very valuable as we put together our proposal package. We are set to start bargaining this week.

### **By-laws and Policies:**

We had a special General Membership Meeting to go over the Local's By-laws and Policies in March. We will be voting on these amendments at our May 22, 2024, General Membership Meeting. We will be posting the amended packages on Younified prior to that meeting so that all can read the changes.

Once the amendments have been voted on, they will be sent to the CUPE National Executive Board who will have to approve them before they come into effect.

### **Unit Meetings:**

One of the new amendments to the Local's By-laws is that each Unit is supposed to have a unit meeting once a year and they are to be held after the Table Officer elections (Nominations to be held in February) and by the end of June. Unit meetings are now being scheduled for all our Units.

This is the opportunity for our members to actively participate on your unit level. This is where we can discuss your Unit matters such as your workplace health and safety committees, discuss issues specific to your area. We will also be letting you know if your unit needs to have an

election. Some of our Units have not had representation at the Local level as your Unit VP and/or the Lead Steward have been vacant.

If you have any questions regarding these positions, please talk to your UVP, Lead Steward or feel free to call your Union Support Officer.

**Shop Stewards and Communicators:**

All our site Unit VPs and Lead Stewards would welcome help at their sites to help communicate with those members or to help with Steward meetings with the Employer. If you would be interested in more information, please contact your site representations or your USO.

Some sites do not have a Unit VP or a Lead Steward. Please contact me so that I can work with you to arrange for a Unit Meeting so that we can hold elections.

**Question of the Month:** Bereavement Leave: (four (4) days – family)

Article 1711 is the Bereavement Leave article. This article is usually one that we receive the most questions about, both from our members and from the Employers. Many find this article difficult to understand.

There is a lot of confusion regarding the four (4) days provided for the loss of a family member. That language in 1711 (a) is copied down below and is what will be concentrated on here.

Please remember that often the Employer has this article wrong. Please contact your Unit VP/Lead Steward or your USO if you have any questions as to what you are entitled to.

1: What is classified as family? In the article below, I've coloured the family members in red. Please note that aunt, uncle, niece, nephew, or former in-laws are not included as family.

2: How many days are provided as family bereavement and when can it be taken?

a) You are entitled to four (4) regularly scheduled days that are consecutively scheduled. These four (4) days may be taken from the day of death up to and including the day following the internment, funeral, or initial memorial service.

What does this mean? It means that your days off are not included in those 4 consecutive days, nor are pick up shifts. You may take the extra shifts off, but you do not get paid for them. You also may pick when you start the bereavement, just so long as it occurs between the date of the death and the day following the funeral.

EXAMPLE: You are a Monday – Friday worker.

Family members as listed in the article passed away on Thursday, which you did not take as a bereavement day. The funeral is planned for the following Wednesday.

You could start your bereavement on Friday and be off work up to and including Wednesday as that would be four (4) regularly scheduled days. The weekend would not count as those are not your scheduled shifts. Alternatively, you could start your bereavement on Monday and be off to Thursday, which is the day following the funeral.

NOTE: You do have the option to save one of your four days to be used at a later date should the services not occur right away.

b) Sometimes some faiths, cultures and other reasons have the internment immediately after death or no funeral/internment at all. This is where you are entitled to four (4) consecutive calendar days off.

If the date of death is Monday and you did not take it as a bereavement day and your faith has the funeral on Tuesday or Wednesday, you would be entitled to 4 consecutive calendar days, so you would still be able to take bereavement leave from Tuesday to Friday. This is calendar days which would include days off during this period.

*(a) An employee shall be granted up to four (4) regularly scheduled consecutive days leave without loss of pay and benefits in the case of the death of a spouse, common-law spouse, fiancé, same sex partner, parent, step-parent, mother-in-law, father-in-law, former legal guardian, child, stepchild, daughter-in-law, son-in-law, sibling, step-sibling, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild and any other relative or current foster child who had recently been residing in the same household.*

*Such days may be taken only in the period which extends from the date of death up to and including the day following interment, funeral or initial memorial service or four (4) calendar days following the death, whichever is greater.*

*Bereavement leave may be extended by up to two (2) additional regularly scheduled consecutive days without loss of pay and benefits as may be necessitated by reason of travel to attend the interment, funeral or initial memorial service. For employees residing above the 53rd parallel, leave may be extended by one (1) additional regularly scheduled consecutive day for travel.*

*One (1) bereavement leave day may be retained at the employee's request for use in the case where actual interment, funeral or initial memorial service is at a later date.*

### **Upcoming Events:**

April 26<sup>th</sup>, meeting at the Union Centre at 11:00 am: The Day of Mourning Leaders Walk. Please see the attached information regarding this walk held every year to remember workers who have died while on the job.

If you are not working and are able to do so, join me and others from CUPE and other labour unions across Winnipeg and the province to remember our fallen comrades.

As always, if you have any questions, please do contact your Unit VP, Lead Steward, Shop Stewards or your USO.

If there is anything that you would like to see added to the update, please let us know.

In Solidarity

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President