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President's Message...

November has been an extremely challenging month.

It began with the lack of a quorum for the Nov. 6 General Meeting at Bishop Carroll High School. It was disappointing to see that the very first meeting of the year didn't even have enough attendance to allow for a vote on important issues, such as putting money into our Budget for Professional Development for our members. The Executive wanted to also bring forward an Arbitration vote matter.

Members are constantly complaining about not being provided with resources for education and not allowed to have a say or vote on issues concerning them. When they are provided the opportunity to do exactly that, they can't take one evening to attend a meeting addressing these issues. The excuses range from not receiving the notices to not having e-mail addresses. Anyone can make an excuse as to "why not".

It's time for **all** members to take responsibility to keep updated regarding the Local's news. Ways to do this are: become a School Rep, call one of the Executive to see if notices/newsletters have been sent out or keep watching the Web Page for updates. Important information is provided at these meetings and members need to be concerned about what's happening.

A huge issue came up following a meeting with Librarians and Library Techs. Instead of consulting the Local's Executive, e-mails were circulated between these members and incorrect information was provided by idle chatter amongst members.

The District reviews school allocations yearly in consultation with CEP and Instructional Services. The decision was then made that all schools will be provided with a School Librarian allocation instead of a Library Assistant or Library Technician allocation.

Responsibilities for all school libraries are basically the same as outlined in the position profile.

The new position of School Librarian is part of the ongoing development and review of position profiles. It is a result of the response to Re-Imagining feedback. School Librarian hours will be reviewed as part the budget process.

All this does not change the fact that, in all cases, school librarians are appreciated. It is hoped that, these changes will provide all current Librarians in the District flexibility to apply for any work location.

The Executive has also had to make some changes on the Executive due to our VP on leave. Patty Paulsen has been moved into the VP position and Angela McMillan into the Secretary/Treasurer position.

The Executive of CEP Local 1990 would like to extend their wishes for a Blessed Christmas and a healthy New Year.

In Solidarity,
 Bonnie Landry – President

Did you know...

That when an employee is being disciplined and it is to be a matter of record on your file that you are entitled to Union Representation and that you should be advised of this right! (Article 10.2 Discipline)

Message Western Region National Rep...


A matter that seems to be popping up in your Local and others as well - that being the use of the District's emails system. It is true that we have freedom of speech in this Country, but when using District email, employees must understand that they "can" and "do" monitor emails. Using this system to vent and descent about the happenings in your position or District actions may be construed as insubordination.

The email and its server “are the property of the District” and should only be used for business purposes. Please do not use the District’s system for anything you feel is personal or could be considered derogatory or inflammatory towards your employer. In my position I have seen people fired for this.

If you want to talk to your co-workers or the Local about grievances and your concerns please use your own personal email address and carrier. This is the only way you can protect your privacy and assure yourself that this conversation will not fall into the hands of someone who may use against you or put you in a position where discipline may be issued. There can be no expectation of privacy when you are using a public domain such as their email system.

On behalf of myself, my family and the Communications, Energy and Paperworkers Union I wish to extend the Merriest of Christmas Wishes with the New Year bringing the best. May you keep safe is travelling to be with family..

- Rick Klimchuk

<p style="text-align: center;">GENERAL MEETING AND SOCIAL GATHERING</p> <p style="text-align: center;">JAN 13, 2009 ST. FRANCIS HIGH SCHOOL 6:30 PM</p> <p style="text-align: center;">Guest Speaker Dr. Lucy Miller</p> 



FEEDBACK



Have a concern, questions or just want to make a comment? Here’s the opportunity to do that. Remember: to operate effectively, we need to hear from you! Send us an email.
