

## Meet Your Treasurer



Cindy Hunter, Secretary Treasurer  
CUPE Local 8920

Meet Cindy. She holds 1 of the provincial seats on CUPE Local 8920. Cindy has been doing secretary treasurer duties for the past 25 years. Cindy's regular position is as a Pharmacy Tech at the Aberdeen Hospital. Besides taking such excellent care of our books Cindy has helped other CUPE Locals setup and audit their books.

On the personal side of life, Cindy is married to Joe, has 2 children and 3 grandchildren. You would think that would be enough to keep Cindy busy, but besides being a wife, mom, grandmother and our Secretary Treasurer, she also takes time to attend educationals, rallies and conferences. Cindy is a strong advocate for the rights of our members, considers the Union her second family and she is very passionate about her role in any union activity.

## Important Information: Changes To The Collective Agreement

**Short and Long Term** - The terminology in the new collective agreement has changed to long and short assignments from CUPE's historic terminology of temporary. Currently the Employer has used the term "casual" in these postings however this does not have a bearing on a permanent person accepting the assignment if successful through the posting process. They would still remain permanent in status and benefits. We are hopeful the Employer will remove the term "casual" in the near future and only utilize "casual" on a posting when it is truly casual work.

**Overtime Rates** – The Employer has changed their interpretation that Overtime will be applied at straight time hours unless the person has actually worked in excess of the required hours. Meaning, if you have had vacation pay, sick pay, etc during the pay period then overtime will accrue one times (1X) versus one and a half (1.5X) the applicable rate as it was previously. We have filed a grievance on behalf of all four bargaining units we represent in reference to this. New for CUPE members is overtime beyond 4 hours is double time (2X) and the first 4 hours then converts to double (2X) as well.

**Vacation** – There are still two request periods for vacation but are now February 1<sup>st</sup> and August 1<sup>st</sup> and there is no limit to using seniority on annual requests at deadlines. The summer preference will be up to a period of 4 weeks from the current 2 weeks. Last minute requests are still first come first serve basis. The February 1<sup>st</sup> deadline includes requests for the period of April 1<sup>st</sup> to September 30<sup>th</sup>, the holiday period being December 16<sup>th</sup> to January 4<sup>th</sup> and March break being the second and third calendar weeks of March. The deadline of August 1<sup>st</sup> is for the period of October 1<sup>st</sup> to March 31<sup>st</sup>. The Employer is obligated to post approved vacations in writing by March 15<sup>th</sup> and September 15<sup>th</sup> respectively.