



# Retirement Celebration

Please join us on June 5, 2018 in celebrating the accomplishments of this year's retirees! Thank you all for your dedication and contributions to the students and staff of our district.

We look forward to seeing you there! For those members with the magic number 15 years of service and over the age of 55, we will have a special gift. We will be serving cake and refreshments after our shortened general meeting.

### New Communications Committee

We have recently created a communications committee which will be exploring better/best ways to pass along information to our members. The committee consists of: Jane Massy, Kerrie Proudlove, Luciano Biscottini and Brittany Hazen. Our plan is to redesign our newsletter for the next school year and to increase our social media presence. Brittany, our social media guru, has already started updating our Facebook page, Twitter, Web page and our other social media pages.

Watch for more information coming your way!

Facebook: CUPE 947

Instagram : victoriacupe947

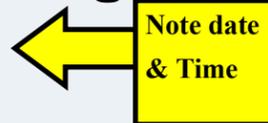
Twitter : Cupe947

LinkedIn: <https://www.linkedin.com/company/cupe-947-greater-victoria-district-school-board-61/>

Website: 947.cupe.ca

### Next Membership Meeting

- **Tuesday, June 5 - 7:00 PM**
- *Tolmie Board Room*
- *School Board Main Administration Building—556 Boleskine Rd*



# Message from the President

I'm sure I say this every year - but is it June already!!! The sun has been shining on us lately so that must mean the end of the school year is in sight!!

The big news of late is that the K-12 Sector of CUPE BC has announced plans to open up bargaining early - by that I mean we have started preparing!! I am on the Provincial Bargaining Team - we met in Vancouver last week to fine tune the proposals put forth by the K-12 President's Council. Meetings with BCPSEA (British Columbia Public Sector Employers' Association) begin on Tuesday, June 5. I'm excited for the opportunity to bargain the best deal for everyone, along with a team of 16 other Local Presidents, Staff Reps, and Representatives from a few other unions who represent K-12 workers throughout the Province. The proposals were based on the results of the survey - Wages and Benefits being paramount for all sectors of K-12 followed by the modified work calendar. There are many Locals who do not get Pro-D days funded and are not given the opportunity to accumulate time for Spring Break so it ranked very high. I have not yet been given the survey results for our Local yet. As I stated, this is just the Provincial Framework we are working on right now (this includes wages, benefits, SSEAC funding, LIF, ESG Grant, to name a few) and I will be communicating with you before we begin local bargaining.

At this time about 30% of CUPE 947 has signed up, with their non-employer email, to receive updates on bargaining. I will send another email out this week with the link as I will not send information out to school district emails.

Our last general meeting for this school year is on Tuesday, June 5 and we will be celebrating our retiring CUPE 947 members. The meeting will be shortened so we can spend some time honoring our retirees. I will be in Vancouver but I know you'll be in good hands with Kerrie at the helm. Enjoy the rest of your school year!!!

Jane Massy



### Hearts & Flowers



Do you know a member who

- has something to celebrate?
- could use a pick-me-up?

Email [natanissc@gmail.com](mailto:natanissc@gmail.com)  
Please include position and worksite

### Contest—Know your Newsletter

We are in the process of revamping this contest.

Look for it in your October 2018 issue

Email responses to:  
[kerrberr62@gmail.com](mailto:kerrberr62@gmail.com).

Prize winner will be drawn from correct submissions.

# Members Page—Send in your submissions!

## Know Your Contract

### 17.13 The Staffing Process

(b) (ii) Employees can be allocated regular hours in job classifications that are equal to or lower than the classification they currently hold provided these classifications are within the same job stream. Human Resource Services will confirm the employee meets the qualifications of the added classifications prior to this assignment.

Current job streams are Clerical, Technical and Educational Assistant. It has been agreed that School Meals Assistant, Student Supervisor, School Assistant and Office Assistant hours can be added to any classification (regardless of job stream).

**PLEASE NOTE: This is only a part of the 17.13.**

### CUPE BC Convention 2018: A Newbie's Perspective

This past April I had the privilege of attending the CUPE BC Convention. It was an exciting and at times an overwhelming experience. Being new to the 947 board, I wasn't really sure what to expect. Well, in general, CUPE as a whole, definitely blew away any preconceived notions I had about what we are as a union and as a group of employees. As a Union, CUPE has its hands in things far and wide. From local, to provincial, to national and even international, we have helped and influenced the human and employee rights everywhere. There was also lots of talk on how to guide local elections, to get trustees and municipal candidates on boards and into municipal governments that are union supportive. A topic close to home for us in 947, was violence in the workplace and where the line is when that violence is precipitated by one of our students. Is it really part of our job to be kicked, punched, bit, spat upon and swore at? CUPE nation wide is working on how to address this issue.

We had many speakers from different unions supporting and encouraging our current path to better the status of employees in our wonderful country. Of special interest was a speaker from Columbia who is the director of her country's human rights organization called NOMADESC. We, of CUPE BC, have proudly supported and continue to support her struggle in country for basic human rights for her citizens. Once I heard how people are treated in Columbia and the atrocities thrust upon them, I felt blessed to be a citizen of Canada.

A highlight for me was when our premier, John Horgan, spoke half way through the conference to thank CUPE for our support in the election. He was very articulate in his appreciation and was using very encouraging and positive language for the upcoming contract negotiations. As a matter of fact, his government has put forward the most positive language we have seen in over a 15 years when it comes to our negotiations. It has even moved talks up to begin many months early. All are a good signs for us in CUPE, especially after the dark years under the liberal government and their continuous cuts.

Are there a few things I would like to see done differently? Yes, I have suggestions. The format of the conference could be reviewed to see if there is a more efficient way to deal with all the business that needs to be done. Also, I feel there needs to be networking time built into the conference day outside of the social events when people really just want to relax. And finally, I think a better initial orientation for newbies like me needs to be added. I luckily went with others that had been in previous years. If I had been there on my own, I would have easily become lost and disoriented.

Overall, I found the experience was exhilarating, informative and energizing. I would recommend anyone who is interested in learning more about all the wonderful things our union does around the globe please attend our general meeting every other month. It will blow you away.

Thank You  
Luciano Biscottini, Member at Large 947

# Meet Your Executive

## Jane Massy—President

I've worked for the district for over 30 years!!! (I was only 12 when I started)! I came to Canada at 13 from England and I've been married to a great guy (Richard) for almost 33 years (child bride too) and have 3 wonderful children - 2 soon to be married. I enjoy my position as a School Admin at View Royal and also my work as President and helping all of you in any way I can!

## Shawna Abbott— Vice President (interim)

My name is Shawna Abbott and I am a Homestay Coordinator with the Victoria International High School Program, I have worked for the VIHSP for 6 years this June. This will be my 2nd term as a Member at large. I look forward to learning as much as I can about the rights of our member to be able to fully support you.

## Angela Leong—Membership Secretary

I've been on the union executive for 4 years, and have been the Membership Secretary for 3 years. I'm on two committees. The first one is the Victoria Labour Council so so Vicky Walker and I attend these meetings once a month. The second committee is the Vancouver Island District Council so Jane Massy, Kerrie Proudlove, Shauna Johnston and I attend these meetings every other month in Nanaimo. I'm proud to be on the union executive and glad to have my brothers and sisters support.

## Taily Wills—Member at Large

I'd like to start by saying how wonderful it feels to be back on the executive, serving you. For those who don't know me, I presently work at Reynolds school as an Education assistant and an Aboriginal Education Assistant. Thank you. Be kind to yourself!

## Andrea Park—Member at Large

I have worked all over Canada in different school boards and have been an E.A. for over 10 years. For 6 of those years I attended night school to get my degree in Human Resource. I have switched into an Administrative Assistant position and currently work at the International School.

## Vicki Walker—Member at Large

I'm an EAG working at Shoreline Middle School. This past Spring marks my 19th year at Shoreline. Even though our jobs have changed drastically over the years, I still love working with kids!

## Jackie Dogue—Member at Large

## Faith Liddie —Member at Large

Hi my name is Faith and I am EA working spareboard. I have the opportunity to work as shop steward before joining CUPE 947. I do look forward to my new assignment working on the Executive board and meeting our members throughout SD 61.

## Michael Strong—Chief Shop Steward

I have been chief shop steward for past five years and have been involved with our local on and off since the late nineties. I work as an EA at Spectrum Community School and have also worked in the same capacity in Winnipegosis, a diverse rural Manitoba community of Metis, Sauteau and Ukrainian Canadians. I currently live in Sooke with my wife and our 13 year old twin daughters.

## Shauna Johnson—Treasurer

I have been with the school district for a short 7 years. I was an EA for 5 years and then made the switch to clerical and am currently working at Spectrum High School in the office. I have been on the union executive for 3 years now; one as a member at large and the past 2 years as the Treasurer; a position I am very much enjoying!

## Kerrie Proudlove—Recording Secretary

I have been with the district since 2004. I am currently an IT Support Specialist, working on the Help Desk. I have been a member of the union executive for 12 years. I am also on the District Health & Safety committee. My other interests include ice hockey, technology and reading.

## Luciano Biscottini—Member at Large

I have been a member -at- large with 947 for over a year now. My personal background consists of 11 years as an Education Assistant, 6 in Ontario, 4 in North Vancouver and almost 2 with the GVSD. Before my E.A. career I managed several not for profit organizations as Executive Director or General Manager. It has been an active year of learning the ropes and discovering what our current labour relations landscape is all about. I happily continue to be your representative as 947 member-at-large for the coming year. I want to hear from you, the members, on what type help and information from the union you want. Please give us feedback through telephone, email, social media, our website or old fashion face to face conversations when you see one of us. I look forward to becoming a stronger advocate for all our 947 members and solidify and increasing my active role in the union executive.

## Natanis Christensen—Member at Large

I have been an EAG with the district since 2007. I have been attending union meetings since I was hired. I have been a member of the executive since the spring of 2013. I am currently the contact for Hearts & Flowers and the CUPE 947 delegate for new hire orientation meetings.

## Brittany Hazen —Member at Large

Hello I am Brittany, I have been with The Greater Victoria Districts since September 2017. I am looking forward to meeting more of the Cupe 947 members, and helping the Cupe 947 reach all of their goals for the future. It is an honour to be apart of such an amazing work family, and I take pride in all my work I will do with this Team. Please keep an eye out for all the up the coming information, events, and more on our newly revamped forms of Social Media. Feel free to reach out at anytime and I will do my best to answer your questions and/or direct to the proper sources who can assist you the best.



CUPE 947 offers three bursaries annually.

**Pat Kellar Memorial Bursary—\$3000**

For any 947 member's child applying for first time entry to post secondary.

**Karen Boettger Memorial Bursary—\$3000**

For any 947 member wanting to further their education.

**Trades Bursary—\$2000**

For any 947 member or their child to apply to a trades related program.

Application deadline is September 30th.

Information and application forms for our three CUPE 947 bursaries can be found on our website [947.cupe.ca](http://947.cupe.ca). Please feel free to contact either of us if you have any questions.

Jackie Dogue  
Bursary Committee

Reminder:  
Last day of school year is Friday, June 29  
First day of classes is Tuesday, September 4th



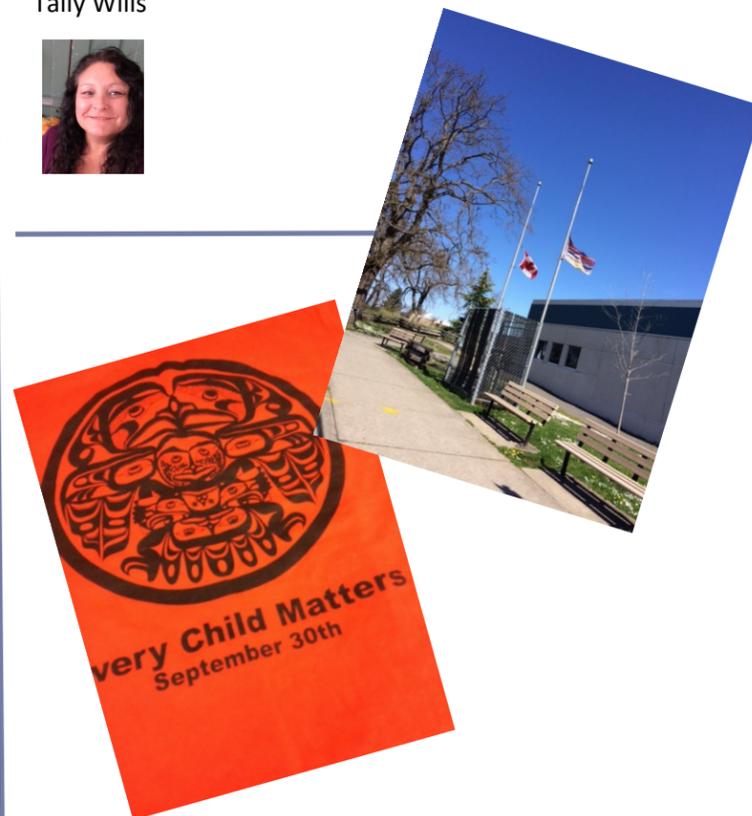
Artwork by Rande Cook (N'amgis Nation)

**June 21 is National Aboriginal Day** across Canada. Please check district and school websites for further information.

You may have noticed the flags at all school in the Greater Victoria District were at half-mast earlier this month. We said good bye to hereditary Chief Andy Thomas of Esquimalt Nation. His son Seenupin Edward Thomas will be Chief soon. Nella Nelson the head of Aboriginal Education will be retiring this year after four decades of moving us forward. She will be missed, but her legacy will continue through the people she mentored.

Please remember orange shirt day is Sept 30, 2018.

Taily Wills



# CUPE 947

**LOCAL 947**

#113-3550 Saanich Rd.  
Victoria, BC  
V8X 1X2

Phone: 250-384-1833  
Email: [cupe947@telus.net](mailto:cupe947@telus.net)

**We're on the web.**  
**[947.cupe.ca](http://947.cupe.ca)**

**First Membership Meeting of 2018-2019**  
**Tuesday, October 2, 2018**  
**Place and time**  
**To be announced**



**CUPE 947 Executive 2017-2018**

<p><b>President</b> Jane Massy <a href="mailto:cupe947@gmail.com">cupe947@gmail.com</a> 250-216-1810</p>	<p><b>Vice President</b> Shawna Abbott <a href="mailto:sdennis_007@hotmail.com">sdennis_007@hotmail.com</a> 250-514-3229</p>
<p><b>Treasurer</b> Shauna Johnson <a href="mailto:lovebloomshere@gmail.com">lovebloomshere@gmail.com</a> 250-514-1418</p>	<p><b>Recording Secretary</b> Kerrie Proudlove <a href="mailto:kerrberr62@gmail.com">kerrberr62@gmail.com</a> 778-350-3664</p>
<p><b>Chief Shop Steward</b> Michael Strong <a href="mailto:mstrong@sd61.bc.ca">mstrong@sd61.bc.ca</a> 778-679-8992</p>	<p><b>Membership Secretary</b> Angela Leong <a href="mailto:angelanpeter@gmail.com">angelanpeter@gmail.com</a> 778-350-6271</p>
<p><b>Members at Large</b> Natanis Christensen <a href="mailto:natanissc@gmail.com">natanissc@gmail.com</a> 250-886-7765</p>	<p>Vicki Walker <a href="mailto:twowalkers@shaw.ca">twowalkers@shaw.ca</a> 250-727-6328</p>
<p>Faith Liddie <a href="mailto:Faith_lids16@yahoo.ca">Faith_lids16@yahoo.ca</a></p>	<p>Brittany Hazen <a href="mailto:Mrs.brittanyhazen@gmail.com">Mrs.brittanyhazen@gmail.com</a></p>
<p>Taily Wills <a href="mailto:tdwills@shaw.ca">tdwills@shaw.ca</a></p>	<p>Jackie Dogue <a href="mailto:jdogue@shaw.ca">jdogue@shaw.ca</a> 250-818-3581</p>
<p>Andrea Park <a href="mailto:andreazimmerm18@hotmail.com">andreazimmerm18@hotmail.com</a> 250-891-6155</p>	<p>Luciano Biscottini <a href="mailto:lbiscottini947@gmail.com">lbiscottini947@gmail.com</a></p>

**NEWSLETTER ITEMS**

Thank you to those who have submitted items for the newsletter. Please keep them coming!

Kerrie Proudlove

Editor

Email: [kerrberr62@gmail.com](mailto:kerrberr62@gmail.com)