



local 947
UNION EXPRESSED

Message from the President

Good Morning

As you all aware we now have our updated restrictions from the PHO Dr. Bonnie Henry. It's going to be a 'batten down the hatches' kind of winter, a smaller holiday season than many of us may be used to, but we need to do this so that everyone we love and care about is here with us to celebrate the next one.

You all work in one, two and three cohorts - maybe even more if you supervise groups that are larger than the PHO is permitting to assemble outside of the school environment. I do find the current restrictions are somewhat confusing as what can take place in a school is certainly contrary to what can occur in public spaces.

We would like to see masks mandated at the middle/high school level but our Senior Administration will only go so far as to support the recommendations of the PHO and Worksafe and they are not making masks

mandatory. You go to work and support and care for this children and our goal is to support you and continue to answer questions and concerns and to address issues as they arrive. My son who is in France, along with 9 team mates, all contracted Covid and recovered as one would hope and expect that most do - but as I worried from afar I do hope this is the extent of my personal knowledge of anyone having this virus.

Our two District Health and Safety Advisors, Melissa Pledger and Brian Olan, are working hard to ensure that the Covid Exposure plan is kept current and adhered to - always report first to your school JOHS Committee when you have a concern. Violence Prevention is also high on their radar and putting the reporting process online is a great step to providing you with ease of reporting - reporting that needs to be done on the Employers dime. A survey will be sent out shortly and we hope that you will participate - the more knowledge our district has when it comes to Violence in our Workplace the better strategies they can put in place to keep you safe. Violence in any form is not part of your job!!!

Our next general meeting takes place next **Tuesday, December 1 at 4:30 p.m.**, and I'll be sending out the link shortly. - we have lots to talk about so hope to see you there.

Enjoy your day, Jane

We acknowledge with respect the Lekwungen peoples on whose traditional territory we reside on and the Songhees, Esquimalt and WSÁNEĆ peoples whose historical relationships with the land continue to this day.



KNOW YOUR CONTRACT 18.09 FOUR HOUR MINIMUM

The Employer is committed to providing a minimum four (4) hours of work for a regular/continuing employee reporting for work and for a temporary employee reporting for work who has posted into a position.

Exemptions from the four hour minimum - a) student supervisors; b) crossing guards; c) schools under 75 students; (d) others by mutual agreement.

The four hours shall be consecutive by may exclude a lunch period up to one hour.

Bus drivers are exempt from the 4 continuous hours but they must have 4 hours within a twelve hour period.

Where a posting of additional hours is required, additional hours of less than four may be posted as 'additional hours' and are available to employees who are able to accept the hours in addition to their current assignment.

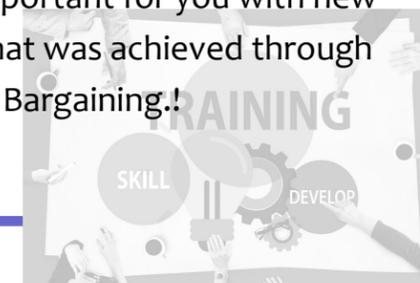
(this has been paraphrased).

You asked... .. "why was I getting paid as an EAP to administer insulin in a previous school".... Please know that

we continue to work on this issue through grievance and through Joint Job Evaluation - it has not been put aside. The Employer continues to place obstacles in front of us - we get past one to find another one.



SSEAC funds - may of your took advantage of these funds to further your education. These funds have been exhausted but watch for a survey from CUPE BC to have in voice in what is important for you with new funding that was achieved through Provincial Bargaining.!



Hearts & Flowers

Have you moved recently? Got a new phone number? Address? Name Change? Please keep your information up to date with HR.

For flower requests for a life event please...

Email cupe947@telus.net

INDIGENOUS VOICES

Welcome Members and Happy Holidays! I hope everyone is coping with the ever changing and demanding year of COVID, both personally and professionally. We know everyone is doing their best in these contentious times.

Welcome to the return of the Indigenous Voices column. First off, we would like to acknowledge and thanks everyone who participated and wore their orange shirt on 'Orange Shirt Day', especially, during these trying times of COVID. It is a day where we recognize and honour the Indigenous children who were sent away to residential schools and their struggles. Orange Shirt Day began with Phyllis Webstad's story. The wearing of an **orange shirts** is a symbol of defiance against those things that undermine children's self-esteem, and of our commitment to anti-racism and anti-bullying in general. For more information regarding Orange Shirt please visit the website <https://www.orangeshirtday.org/>.

Second, I would like to announce a changing of the guard here at INDIGENOUS VOICES. With Taily Wills new responsibilities as Second Vice-President, she will be taking a step back from being a regular contributor to this column. But have no fear we have our new Indigenous member at large, **Rebecca McCool**, stepping into the role as column contributor. I'll let her introduce herself in her own words.

Hi there,

My name is Rebecca and I am happy to be welcomed to the CUPE 947 executive committee, to sit at the table in the position of Indigenous member at large. My roots run deep into the prairies, with my ancestry being Keeseekoose First Nation, Metis and English settler. I love my work at SJ Burnside as AEA/ EAG. When I am not at work, I can usually be found outdoors fishing, camping or volunteering with Goldstream Salmon Enhancement Association. I am proud of the work I do for the community in habitat conservation with local salmon enhancement activities. I am looking forward to working with CUPE to learn how I can best support our members.

Becki

Be sure to welcome Becki when you have a chance and feel free to send your suggestions to her for column topics. Speaking of column topics, one of the ongoing themes we would like to review/investigate/discuss on an ongoing basis is the topic of 'Cultural Safety'. Some of you may have heard of this term already but may be unsure what it means and how it applies to Indigenous People and Reconciliation. No worries, this and many other questions and their nuisances, will be answered. Stay tuned!

Lastly, I would like to talk about Pro-D. It is my pleasure to announce that District Pro-D will incorporate an environment of cooperation and reconciliation with the Indigenous Education to properly implement the strategic plan with regards to Indigenous inclusion and meeting the education portion of the 'Truth and Reconciliation' goals and objectives. The plan is to have Indigenous representation throughout all that we do.

Until next time!

Hay'sxw'qa Siem (thank you)

Contributors:

Taily Wills, Rebecca (Becki) McCool, Luciano Biscottini



CUPE 947 Executive 2019-2020

| | |
|---|--|
| President Jane Massy cupe947@gmail.com 250-216-1810 | First Vice President Shawna Abbott sdennis_007@hotmail.com 250-514-3229 |
| Treasurer Shauna Johnson lovebloomshere@gmail.com 250-514-1418 | Recording Secretary Kerrie Proudlove kerrberr62@gmail.com |
| Second-Vice President Taily Wills tdwills@shaw.ca 250-383-6176 | Membership Secretary Angela Leong angelaanpeter@gmail.com 778-350-6271 |
| <u>Indigenous Member at Large</u> Becki McCool beckiandmegan@shaw.ca | <u>Members at Large</u> Vicki Walker twowalkers@shaw.ca 250-727-6328 |
| Luc Biscottini lbiscottini947@gmail.com | Trisha Sturgeon triciasturgeon@shaw.ca |
| Natanis Christensen natanissc@gmail.com 250-886-7765 | Faith Liddie faith_lids16@yahoo.ca |
| | Tara Knight taraknight3@gmail.com |
| | |