



# Message from the President

Good Morning

As I sit and type this I have just read the words of the Interim Superintendent, Deb Whitten and believe her letter conveyed very poignantly what we all think. We too send our condolences to the Williams Lake First Nation's Community, and to all their family and friends who are impacted, yet again, by what was found this week at the St. Joseph's Mission Residential School. For those of you who have been affected by what has happened today, and in recent months, please be sure to seek the supports offered to you through Truth and Reconciliation Commission of Canada Website (<http://www.trc.ca/index.html>) or the others sites as provided on the Superintendent's letter.

I have been very busy in recent weeks with Provincial Bargaining - it's been quite a number of days sat in front of a screen full of people and I'm very pleased that we will meet in person when we are actually bargain with BCPSEA (British Columbia Public School Employer's Association). The nuances of meeting in person cannot be replicated on a screen. We are team of 17 representing all areas of the province, and all sectors of the K-12. We are led by two CUPE National Representatives and the President of the K-12 President's Council. We used the information from the recently completed survey to determine the priorities for the provincial table. (I will note here that 270 CUPE 947 staff completed that survey - that is over 30% of our membership which in the Stats world is a great completion rate - thank you!) Not surprisingly Wages, Benefits and more hours were the top three issues provincially. Interestingly 4th was pay for the modified calendar - that is because many districts don't pay vacation time for Christmas and Spring Break, and only pay support staff for some (or none) of the Non-Instructional Days (this is referring to continuing employees). I should be receiving the data specific to our local in the coming days, and from that the Bargaining Team will begin to look at what we can improve locally. Please watch for information regarding bargaining and the collection of personal emails.

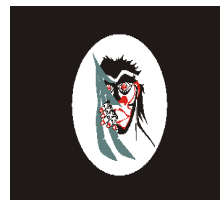
I'm hoping that many of you will be able to attend the meeting on Tuesday - it would be great if you could send one person from each site who would like to report back - lots of information and always good conversation. I send out as much possible beforehand regarding the work of Committee's so we can discuss other issues, while aiming to keep the meeting to a reasonable length. If there is a topic you would like to discussed please let me know - that way we can be sure to make time for it and do any necessary research.

Wishing you all a nice weekend as we make our way towards February!!

Jane Massy  
CUPE 947 President



CUPE 947 wishes to recognize and acknowledge the Esquimalt and Songhees Nations, on whose traditional territories, we live, we learn, and we do our work.



**Next Membership Meeting**  
**TUESDAY, FEBRUARY 1, 2022**  
**• Via Zoom - 4:30 p.m.**

## Winter Wellness



We are in the time of year when winter still has its grip on us and spring is just around the corner. Everytime I go outside for a walk or a hike I remember how blessed I am to be able to be a guest in this incredible place on Vancouver Island. We don't have to travel far to be in nature and nature is all around us. This time of year, when the dampness is here and the fog is deep, I like to find a place to walk by the sea, and watch the waves. The waves, to me, are medicine, and a reminder that time is marching on. Spring is almost here- days are getting longer. I look forward to the sunlight coming back and the warmer nights.

Our lakes are still and quiet right now, waiting to be woken up by the warmth and sunlight. Our covid environment can be stressful. It is important to find the things that help us feel grounded so we can do the important work that we do.

Submitted by Rebecca McCool  
Indigenous Member at Large  
Image Shown: Spectacle Lake

## KNOW YOUR CONTRACT

### Spareboard Employee Terms and Conditions

Other Articles of this Agreement notwithstanding, spareboard employees shall not be entitled to the terms and conditions of this Agreement, save and except as follows:

- (i) Payment of overtime for work performed in accordance with Article 19.01;
- (ii) They shall be paid an amount equal to eleven percent (11%) of their gross earnings (basicwages plus (+) overtime) on each pay cheque, in lieu of the full benefit package normally provided by the Agreement (including but not limited to vacations, statutory holidays, sick leave, Municipal Pension Plan, medical, extended health benefits, dental and group life insurance coverage);
- (iii) They shall have their spareboard service accumulated for purposes of seniority pursuant to Articles 1.05 and 15.04;
- (iv) They shall have access to the grievance procedure;
- (v) They shall pay union dues pursuant to Article 6;
- (vi) They shall receive the benefits of Articles 24.03, 24.04, 25.02, 25.03, 25.05, subject to the conditions contained therein;
- (vii) They shall receive the spareboard (S) rate pursuant to Schedule "A" and Shift Differential.

## BLACK HISTORY MONTH

FEBRUARY 1 - 28, 2022



### Emancipation Day-August 1.

On March 24, 2021, the House of Commons voted unanimously to officially designate August 1 Emancipation Day. It marks the actual day in 1834 that the Slavery Abolition Act of 1833 came into effect across the British Empire. Unfortunately, most Canadians are not always aware that Black people were once enslaved on the lands that are now Canada. Many who fought enslavement were pivotal in shaping our society to be as diverse as it is today.

African descent is an integral part of British Columbia and continues to shape the cultural, economic, political, and social development of this province. Recognizing Emancipation Day in British Columbia is the beginning step towards recognition of the detrimental effects of enslavement and the continuing anti-Black racism against individuals of African descent.

Each August 1, Canadians are encouraged to reflect, educate, and be involved in the continuing fight against anti-Black racism and discrimination in Canada. Emancipation Day celebrates the fortitude and determination of Black communities in Canada.

Faith Liddie  
Member-at-Large

### About Black History Month

During Black History Month, people in Canada celebrate the many achievements and contributions of Black Canadians and their communities who, throughout history, have done so much to make Canada the culturally diverse, compassionate, and prosperous nation it is today. Black History Month is about honouring the enormous contributions that Black people have made, and continue to make, in all sectors of society. It is about celebrating resilience, innovation, and determination to work towards a more inclusive and diverse Canada—a Canada in which everyone has every opportunity to flourish.



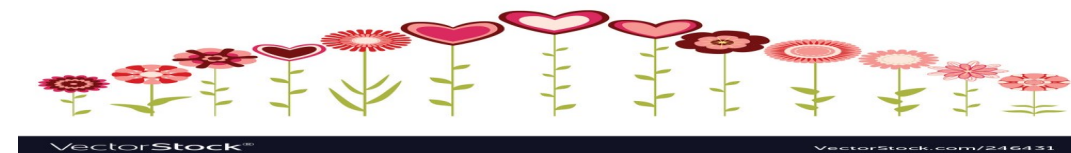
## WINTER 2022 BURSARY APPLICATIONS

On behalf of the Bursary Committee, and our 947 Membership, I am pleased to announce that we will be receiving applications for bursaries for members, or member's children who are currently attending a winter semester (January 2022). With the limited spending that has occurred during the ongoing pandemic the membership voted to offer up to 9 additional bursaries of \$1,000 each, 3 in each of the categories. Please see the CUPE 947 website for additional information and the application form: <https://947.cupe.ca/>



### HEARTS AND FLOWERS!! Reminder!

At our general meeting in October, the Membership voted in changes to our Hearts & Flowers. This recognizes our members when they have a significant life event occur.. In the past they have received flowers but as an update our members now have options: they can still receive flowers, they may wish to make a donation to the charity of their choice, or they can receive food service card (such as Skip the Dishes). If you have a member at your school who should be receiving an item from our Membership, please contact **Vicki Walker at [twowalkers@shaw.ca](mailto:twowalkers@shaw.ca)** Please ensure that you update your address and/or phone numbers with Human Resources as we have run into delivery issues in the past.



If you have an idea for a newsletter article, or if there is something you would like us to write about please share your thoughts with us at [cupe947@telus.net](mailto:cupe947@telus.net)

We are happy to share success stories of our members or their families, reflections, it really is a wide open slate for you!



# CUPE 947 Executive 2021-2022

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