

Jan./Feb. 2023



local 947
UNION EXPRESSED

Message from the President

Good Morning

Hard to believe we are already chasing February down. For me, January has flown by in a flurry of activity. I spent some time in Vancouver with the Provincial K-12 Committee, working on resolutions to put forward to the CUPE BC Convention in April. Violence in our work, and of course the recruitment and retention of all staff, continue to be front and center. We recognize that the BC Government needs to provide more funding to our Sector, we need to have jobs that make people want to work with our vulnerable students in the school system, jobs that will provide a decent living.

In February some of the executive will be heading to Canadian Labour Congress Winter School - it takes place in Harrison which is a beautiful setting that we are able to enjoy in our down time. The full-day classes we take are busy, some have homework, all provide great information to share with each other and our local. This year I am very excited to be taking a course on the Path to Reconciliation - I continue to learn ways to support Reconciliation - and we have some wonderful mentors that I can ask questions of without being judged for my ignorance - I so appreciate that. Other members are taking Human Rights, Facing Management; and a week long stewarding course. We want to support our membership the best we can - and the changing face of our Human Resources Department, changing legislation - this means we need to continue to learn and shift our approach.

I did send an email last week outlining all the changes in our Collective Agreement. Unfortunately a new copy won't be available yet - it has been created but Human Resources and our Local have to ensure accuracy. Then it will go back to BCPSEA for finalizing. In the meantime, should you have any questions please reach out to myself or to any member of our Executive for assistance - they are all listed on page 5 of this newsletter.

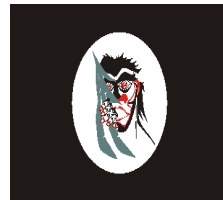
I hope to see some of you next week at our February General meeting - please consider sending at least one representative from your site to gather information and ask questions. If there is something you would like discussed - let me know...it is your meeting.

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

Jane Massy



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 7, 2023

• **Via Zoom - 4:30 p.m.**

THE LAND ACKNOWLEDGEMENT

What is a territorial or land acknowledgement?

A territorial or land acknowledgement is an act of reconciliation that involves making a statement recognizing the traditional territory of the Indigenous people who called the land home before the arrival of settlers, and in many cases still do call it home.

What is its purpose?

Its purpose is to recognize that we, as settlers and as people who are not part of First Nations or Indigenous groups, are here on their land.

How long have territorial acknowledgements existed?

Territorial acknowledgements have existed for hundreds of years as part of many Indigenous cultures. When we talk about the newness of territorial acknowledgements, these aren't new. Acknowledging relationships to space and place is an ancient Indigenous practice that flows into the future. What we see as concrete, as buildings, these are all places that have been prayed for, that have been gathering places for ceremonies and I think it is important to remember that."

What does the acknowledgement mean to Indigenous people and communities?

It reminds us we are accountable to these relationships and to remind us every day, for example in school systems, of the accountability that everybody has to listen to the concerns of the community and how we can align to our [Indigenous] community. It shows that people are willing to hear you out as an Indigenous person, and they recognize that your culture and your past really means a lot.

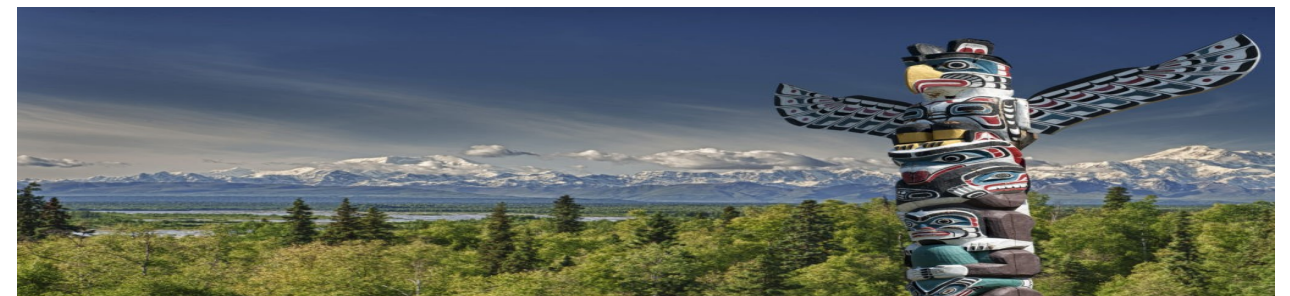
What does the acknowledgement mean to non-Indigenous communities?

For people who want to take steps to reconciliation, the acknowledgement should lead to more questions about who the people listed in the acknowledgement are and how their land came to be possessed by settlers. It also needs to be personal; we have to ask, 'How am I benefitting by living on this land that is a traditional territory of Indigenous people?'"

What traditional territory am I on?

This link will provide you with information on the land you are on:

<https://landack.azurewebsites.net/index.html>



BLACK HISTORY MONTH

FEBRUARY 1 - 28, 2023



Rosemary Brown was born in Jamaica in 1930. She moved to Canada in 1951 to attend McGill University and to British Columbia in 1955, where she completed a graduate degree in social work. Brown's early years in Canada marked the beginning of a life-long determination to eliminate the barriers that minority groups faced within Canadian society.

Brown was employed as a social worker and university counsellor in the 1960s, a time when both women and Canadians of African and Caribbean ancestry were struggling for equality and better representation in public life. During this time, she was also a founding member and Ombudswoman of the Vancouver Status of Women Council.

Brown ran successfully in the 1972 provincial general election as the New Democratic Party candidate in the riding of Vancouver-Burrard, becoming the first black woman elected to a provincial legislature in Canada. She was re-elected three times, serving until 1986.

In the Legislative Assembly, Brown championed measures to improve women's working and social conditions, including legislation to prohibit gender-based discrimination. She also called for improved services for the elderly, the disadvantaged, immigrants and people with disabilities. Calling public life "a tough arena" for women, Brown nonetheless encouraged women to "enter politics and bring about change" for their communities and the world.

Following her retirement from politics, Brown was a professor of women's studies at Simon Fraser University, Chief Commissioner of the Ontario Human Rights Commission from 1993-1996, a writer and a popular public speaker.

EMPLOYMENT STANDARDS ACT - 5 SICK DAYS

- In each calendar year, eligible employees are entitled to **up to 5 days of paid leave and 3 days of unpaid leave.**
- Days do not have to be taken consecutively.
- To be eligible you need to have worked for at least 90 calendar days for the Employer
- Continuing staff with no remaining sick bank, as of January 1, are entitled to go into the negative for 5 days. Once you have earned back those 5 days, as per the Collective Agreement, you will then only be entitled to your remaining days as you accrue them. This is **not** 5 extra days.
- They are not paid automatically - you must request them through the district staff portal; ESA sick days (at the very bottom)



KNOW YOUR CONTRACT (EI TOP UP)

22.05 SICK LEAVE PLAN (paraphrased)

...In the event an employee is on approved medical leave, has exhausted their sick leave bank and has not met the 85 day qualifying period for LTD, the employee can apply for EI benefits. Upon providing the Board with the EI approval statement the Board will top-up the EI benefits to a maximum of 75% of the employee's gross wages. Please note you need to advise Payroll that you are on EI and request an ROE (Record of Employment),

<https://www.canada.ca/en/services/benefits/ei/ei-regular-benefit/eligibility.html>

HEARTS AND FLOWERS!! Reminder!

Hearts & Flowers - This recognizes our members when they have a significant life event occur. Our members now have options: they may 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** Please ensure that you update your address and/or phone numbers with Human Resources as we have run into delivery issues in the past. Please don't assume we know - we don't like to miss people.



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

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 2022–2023

| | |
|---|--|
| 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 | (Acting) Recording Secretary Natanis Christensen |
| Second-Vice President Taily Wills tdwills@shaw.ca 250-383-6176 | Membership Secretary Angela Leong angelaanpeter@gmail.com 778-350-6271 |
| <u>MEMBERS AT LARGE</u> | |
| | Tricia Sturgeon triciasturgeon@shaw.ca |
| Natanis Christensen natanissc@gmail.com 250-886-7765 | Kerrie Proudlove kerrberr62@gmail.com/778-350-3664 |
| Vicki Walker twowalkers@shaw.ca 250-727-6328 | Tara Knight cupe947tara@gmail.com |
| Amber Brown - amberesbrown@gmail.com 250-514-0004 | Tricia Thexton tthexton@hotmail.com |
| Indigenous Member At Large (Vacant) | |