



Message from the President

Good Afternoon,

After we sprung ahead this weekend I know we all look forward to Spring and more time spent outside as the weather warms up. Gardening for some, spring sports for others, maybe an upcoming trip away over the two week Spring Break. In juxtaposition, we are saddened by what is taking place in Europe - we have to make sure we take time to reflect on what is important and by reaching out to friends and family who may be experiencing difficulty as we navigate out of a pandemic and into something that wearing a mask and getting a vaccination seem like such small sacrifices to keep our neighbours safe.

We had three busy weeks of provincial bargaining since my last newsletter. Unfortunately, that did not culminate in a Provincial Framework Agreement that we would be willing to bring to our members. We will plan to meet again later in the Spring and hope that we can find a way forward and make some improvements for our members.

Local bargaining will not begin in earnest until we have a provincial deal - there may be some items that we do not get settled provincially that we will bring forward locally. The local bargaining team is still meeting and we will continue to work on preparing negotiations when we are ready.

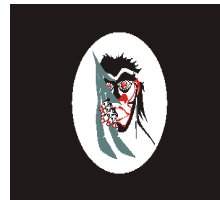
We will be having elections at our upcoming meeting in April. Up for election are the following positions: President, Secretary-Treasurer, Membership Secretary, Indigenous Member-at-Large, 8 Members-at-Large, and a one-year Trustee. Information on these positions is in this newsletters

I am planning to have our June meeting in person - I would really like to honor our retirees and having them pop into the office is not the same. The pandemic seems to finally be moving in the right direction to make this happen safely, and of course, if anything changes we will readjust.

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

WEDNESDAY, APRIL 6, 2022

• **Via Zoom - 4:30 p.m.**

SPRING BREAK

*Spring is here!
As I wonder outdoors I am noticing all of the subtle signs of Spring.
The salmonberries are waking up
and showing their little green buds.
Tiny salmon are making their way up through the gravel
in local streams where they will make their way to the ocean.
Skunk Cabbage
is poking through the mud so I know
that bears will quietly be awakening.
Soon, the familiar tap, tap, tapping of woodpeckers will permeate the neighborhood
and the owls will be hooting.
Spring is new life.
And I can't wait to see it!*

Spring break is right around the corner. I hope that you take the time to notice all the little Blessing that surround us. May your break be restful :)

Poem Written by Rebecca McCool, Indigenous Member at Large

ELECTIONS - APRIL 7, 2022 Up for Election this Year

PRESIDENT:

Term – 2 Years
Incumbent – Jane Massy

MEMBERSHIP SECRETARY

Term – 2 Years
Incumbent – Angela Leong

SECRETARY-TREASURER

Term – 2 Years
Incumbent – Shawna Johnson

TRUSTEE

Term - 1 Year
Incumbent - Myles McPherson

INDIGENOUS MEMBER AT LARGE – 1 Position

Term – 1 Year
INCUMBENTS: Rebecca McCool

MEMBER AT LARGE – 8 Positions

Term – 1 Year
INCUMBENTS: Tricia Sturgeon, Natanis Christensen, Vicki Walker, Faith Liddie, Tara Knight, Rebecca McCool, Amber Brown, Tricia Thexton, Tamara Cielen-Scully,
(descriptions on back page for all positions)

KNOW YOUR CONTRACT

Statutory Holidays

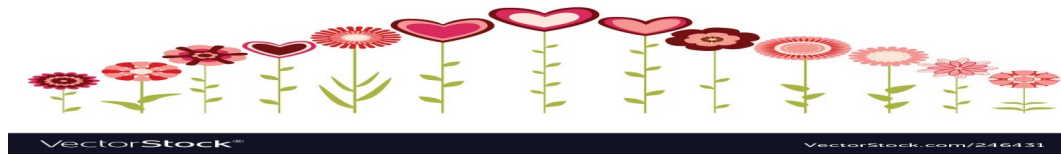
20.01 Entitlement

All regular employees and probationary employees who have earned wages in at least fifteen (15) days during the thirty (30) days immediately preceding a statutory holiday, shall be entitled to their average day's pay for the following statutory holidays: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day. (Newly added but not in print is Truth and Reconciliation Day.

(Please let us know if you are missing any statutory holiday pay).

HEARTS AND FLOWERS!! ..Looking after our Co-Workers

This recognizes our members when they have a significant life event. If you have a member that we need to acknowledge - please let us know ~ they can receive flowers, a donation to the charity of their choice, or a 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.



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 2021-2022

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 778-350-3664
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	Faith Liddie faith_lids16@yahoo.ca
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
<u>INDIGENOUS MEMBER AT LARGE</u> Becki McCool beckiandmegan@shaw.ca	Tamara Scully-Cielen tamarascully@outlook.com

The President shall:

- ☒ enforce the CUPE Constitution and these By-Laws
- ☒ preside at all membership and Executive Board meetings and preserve order
- ☒ decide all points of order and procedure (subject always to appeal by the membership)
- ☒ have a vote on all matters (except appeals against his or her rulings) and in case of a tie, vote in any matter, including elections, have the right to cast an additional vote to break the tie
- ☒ ensure that all executive officers perform their assigned duties
- ☒ fill committee vacancies, where elections are not provided for
- ☒ introduce new members and conduct them through the initiation ceremony
- ☒ Sign all expense vouchers to ensure that the Local's funds are used only as authorized or directed by the Constitution, By-Laws, or vote of the membership

The Treasurer shall:

- ☒ receive authorization for payroll deductions for each new member of the Local
- ☒ Sign all cheques and ensure that the Local Union's funds are used only as authorized or directed by the CUPE Constitution, Local Union bylaws, or vote of the membership. In consultation with the Executive Board, designate a signing officer during prolonged absences.
- ☒ Be responsible for maintaining, organizing, safeguarding and keeping on file all supporting documents, authorizations, invoices and/or expense claims for every disbursement made, receipts for all money sent to CUPE National, as well as records and supporting documents for all income received by the Local Union.
- ☒ Make a written financial report to each regular membership meeting, detailing all income and expenditures for the period.
- ☒ Make all books available for inspection by the Trustees and/or auditors on reasonable notice. Ensure that the books are audited at least once per calendar year and within a reasonable time, respond in writing to any recommendations or concerns raised by the Trustees☒ in conjunction with the President will prepare an annual budget for the local to be presented for adoption at the October General Meeting

The Membership Secretary shall:

- ☒ keep an accurate record of staff changes, as reported by the employer
- ☒ peruse postings to comply with the Collective Agreement
- ☒ maintain the record of attendance
- ☒ act as Sergeant-at-Arms as required

Members-At-Large shall:

- ☒ serve as shop stewards where necessary
- ☒ serve on committees as assigned
- ☒ other duties as assigned

The indigenous Member-At-Large shall:

- ☒ serve as shop stewards where necessary
- ☒ serve as an advocate for indigenous members when necessary
- ☒ serve on committees as assigned
- ☒ other duties as assigned