

March/April 2023



UNION EXPRESSED

# Message from the President

Hello CUPE 947 Colleagues,

Another Budget Season is complete and for the first time in a couple of years our CUPE membership did not have to brace for impact. We have a Board that is very tuned in to the needs of our members and we were able to secure five more schools who will be provided with funding for 30 hour positions effective September 2023. These schools are determined by the number of designated students, violent incident reports submitted, and the vulnerability factor. This year the EA staff located at Tillicum, South Park, Cloverdale, James Bay and Oaklands will receive 30 hours positions. When staff have crossing guard hours, school meals or school assistant time added to their EA hours we find some EAs have almost full-time hours. There is still much work to do around this and we will continue to advocate until all schools have 30 hours positions.

Staffing is right around the corner - please continue to watch your emails for any updated information on the process. If you have questions please email me and I will get back to you - it's an important time of year and if you've not been through the process before you may have many questions.

We still do not have a finalized version of the 2022-2025 Collective Agreement ready to send out. The process is being done centrally this year and is taking much longer - I'm sure it won't be agreed to again. I have recently re-sent the changes and as always, please email me if you need clarity on an issue.

I hope to see many of you at the meeting on **Thursday, April 13**. I'm hoping that a change from Tuesday will provide opportunity for others to attend. This is our annual Elections meeting - please come and take part. Pizza and refreshments will be served at 5:30 prior to the 6pm meeting. Very possibly some chocolates to be raffled off at the end of the meeting! If there is any topic you would like discussed please email me [cupe947@telus.net](mailto:cupe947@telus.net) - you can also bring it up at the meeting.

See you on Thursday,  
Jane

**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  
THURSDAY, APRIL 13, 2023  
TOLMIE BOARDROOM  
Pizza @5:30/Meeting at 6pm**



**MOOSE HIDE  
CAMPAIGN  
CAMPAGNE  
MOOSE HIDE**

## WHAT IS THE MOOSE HIDE CAMPAIGN?

The Moose Hide Campaign is an Indigenous-led grassroots movement for all Canadians, particularly men and boys, to stand up to end violence against women and children.

The inspiration for the campaign came in 2011 when co-founders Paul Lacerte and his daughter Raven were reflecting on the sorrow of the Highway of Tears in northern British Columbia.

The Highway of Tears is a 725-kilometre corridor of highway between Prince George and Prince Rupert, where so many Indigenous women have been reported missing and murdered since 1970.

Mourning the tragedy and loss of life for so many women, Paul and Raven brought down a moose that would help feed the family for the winter season and decided to use its hide to create the very first moose hide pins.

Since then, the campaign has grown into a nation-wide anti-violence movement with thousands of participating communities, organizations and institutions. Over three million pins have been distributed across the country since its inception.

Historically, efforts to address and stop domestic and gender-based violence were led by women and women's organizations. However, the Moose Hide Campaign looks to men and boys to step up and take action against violence and challenge conventional masculine behaviours that lead to violence to develop a culture of healthy masculinity.

For all who proudly wear it, the moose hide pin is a commitment to honour, respect and protect the women and children in their lives as well as work to end gender-based violence and take action towards reconciliation with Indigenous peoples.

This year, Moose Hide Campaign Day is celebrated on May 12.



## KNOW YOUR CONTRACT

### 24.01 GENERAL LEAVE (including discretionary days)

- (i) A regular employee shall, upon request, be granted up to two (2) days of unpaid general leave each school year.
1. At no time shall more than one employee per location be entitled to these two days of unpaid general leave at the same time.
  2. For these two days of general unpaid leave, employees shall submit their requests a minimum of two weeks in advance.

(No reason needs to be given for the use of discretionary days - just be sure to get your request in asap as it is a first come basis at each worksite.)

## 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](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!

## REFLECTIONS ON CANADIAN LABOUR CONGRESS WINTER SCHOOL

This past February several members of our Executive had the opportunity to go for a week of learning at the CLC Winter School - held in Harrison. It's an intense week of learning and making connections with unionists from BC and the Yukon.

Shawna Abbott: I had the privilege of joining **The Path to Reconciliation** class at the CLC – Winter School. In this class we took part in a blanketing exercise, smudging and a cedar sweep. This was my first experience with these traditions, and I certainly hope not my last. We also had an elder join and share the time with us. Her name is Mercy and she is a residential school survivor. Mercy shared her knowledge and spoke of her experiences in residential school. There was not a dry eye in the room. This course was very eye opening and life changing for me, I will to continue to learn, share and support the Path to Truth and Reconciliation.



Pictured here is Taily Wills, our Second Vice President. Taily and all these other union activists took part in the week long **Face Management** course. Full of information on how to support our members when dealing with management - lots of role play in this course and sharing stories with other local is also such a great way to share.

## ELECTIONS - APRIL 13, 2023

### Up for Election this Year

#### **FIRST VICE-PRESIDENT:**

Term – 2 Years  
Incumbent – Shawna Abbott

#### **RECORDING SECRETARY**

Term – 2 Years  
Incumbent – Natanis Christensen (Acting)

#### **INDIGENOUS MEMBER AT LARGE – 1 Position**

Term – 1 Year  
INCUMBENTS: Vacant

#### **MEMBER AT LARGE – 8 Positions**

Term – 1 Year  
INCUMBENTS: Tricia Sturgeon, Natanis Christensen, Vicki Walker, Tara Knight, Amber Brown, Tricia Thexton,

#### **SECOND VICE--PRESIDENT**

Term – 2 Years  
Incumbent – Taily Wills

#### **TRUSTEE**

Term - 1 Year -  
Incumbent - Myles McPherson  
Term - 2 Year  
Incumbent - Kristen Proctor

## CUPE 947 Executive 2022-2023

**The First Vice-President shall:**

- in the absence of the President, preside and perform all duties pertaining to the office of president, and render such assistance as may be required
- in the case of a vacancy in the office of president, to act as President until the Local elects a president to fill the vacancy

**The Second Vice-President shall:**

- keep a record of all grievances
- have the authority to appoint shop stewards
- Shop Stewards shall be assigned to grievance meetings and will report back to the Second Vice-President for further direction.
- If agreement is not reached within the time limits specified in the Collective Agreement for appropriate action, the Second Vice President may, when necessary, to further the prosecution of a complaint, and after consultation with the President and/or First Vice-President, write or cause to be written, emergent letters to any person or persons; such letters may be signed by the Second Vice President or by the President. The contents of such letters shall be reported at the next following meetings of the Executive Board of the Union.

**The Recording Secretary shall, under the direction of the President:**

- keep full, accurate, and impartial account of the proceedings of all general, special and executive board meetings. These records must also include a copy of the full financial report (Executive Board Meetings) and the written financial report (membership meetings) presented by the Secretary-Treasurer. The record will also include Trustees' reports and ensure a copy is on file in the office
- record all amendments in the By-Laws
- fulfill other secretarial duties as directed by the Executive Board
- have all records ready on reasonable notice for auditors and trustees
- on termination of office, surrender all books, seals, and other properties of the Local to the successor
- preside over membership and Executive Board meetings as necessary
- sign correspondence only with the knowledge of the President and/or the Executive Board

**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

<b>President</b> Jane Massy cupe947@gmail.com 250-216-1810	<b>First Vice President</b> Shawna Abbott sdennis_007@hotmail.com 250-514-3229
<b>Treasurer</b> Shauna Johnson lovebloomshere@gmail.com 250-514-1418	<b>Recording Secretary (Acting)</b> Natanis Christensen 250-886-7765
<b>Second-Vice President</b> Taily Wills tdwills@shaw.ca 250-383-6176	<b>Membership Secretary</b> Angela Leong angelaanpeter@gmail.com 778-350-6271
<b><u>MEMBERS AT LARGE</u></b>	
Kerrie Proudlove 778-350-3664	Tricia Sturgeon triciasturgeon@shaw.ca
Amber Brown - ambersbrown@gmail.com 250-514-0004	Tricia Thexton tthexton@hotmail.com
Vicki Walker twowalkers@shaw.ca 250-727-6328	Tara Knight cupe947tara@gmail.com
<b><u>INDIGENOUS MEMBER AT LARGE</u></b> Vacant	