

NOVEMBER 2018



local 947

**UNION EXPRESSED**

# Message from the President

November is almost over and it appears Climate Change is in full force here in Victoria as we've had amazing weather (hope I don't jinx the remaining week)!!! I do love a good blustery November storm but not the power outages that sometimes accompany them!!! Another 4 weeks and we'll have made it through a good portion of a school year that has seen more challenges than we've had in the past. The new model we are following for inclusion (integration?) has many of our EAs scrambling from classroom to classroom and often not feeling like they are accomplishing the valuable work they perform that can make such a difference in the education of our designated (or grey area) students. You are not alone. At the Board meeting that will take place on Monday, November 27, the Board will hear several presentations on experiences from several district employees. If you would like to come and listen or show your support the meeting is at 7:30 and these presentations take place in the first hour. We continue to see an increase in violence and Unsafe Work has been declared at several schools. Though the violence is most often directed at EAs, office staff, GVTA members and other students are also impacted. Through the process that includes input from WorkSafe and district employees, we have had success with improving the situation at one school so our members are more confident that when they go to work they will come home again without incident. We are continuing to work through the process at the other schools to achieve the same outcome. Please continue to complete the Forms 1 (or 6As if you are injured). Violence against workers includes spitting, hair pulling, perceived threats, verbal or physical to name a few - all of these need to be reported. We need to make sure the employer is fully aware of what is occurring every day in our schools. I will be visiting schools in the coming weeks to talk to you and hear your thoughts and concerns on our upcoming bargaining. I will let you know so that we can connect with as many of you as possible. In the meantime, please contact us at [cupe947@telus.net](mailto:cupe947@telus.net). Have a good week and I hope to see you at the next General meeting which is taking place at the Tolmie Building on Tuesday, November 27 at 7pm. We will be awarding our 3 bursaries which is always uplifting as it helps these individuals accomplish their goals. Thanks for taking the time to read this and if you have any ideas on articles you would like to see published please pass this along.

## Next Membership Meeting

- Tuesday, November 27 , 2018 7:00 PM
- Tolmie Board Room—556 Boleskine Rd
- Prize draws for those in attendance



# CUPE 947 News

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## Violence Prevention Protocol

We have received many inquiries regarding how the district violent incident protocol works and when a Form 1 needs to be submitted.

The link below will take you to the information in the Human Resources section on the district website.

We can also arrange for HR to come to your school to give a presentation.

If you have any questions, please contact a CUPE 947 executive member.

[District VPP](#)



Check out our website  
[Www.cupe947.ca](http://Www.cupe947.ca)

## Hearts & Flowers

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Do you know a member who has something to celebrate or could use a pick-me-up?

Email [natanissc@gmail.com](mailto:natanissc@gmail.com)



# Members Page—Send in your submissions!



## BURSARIES



\$8000 in Bursaries will be awarded at our next meeting. The Trades Bursary will go to a current 947

member or their child specifically entering a trades related career.

The Karen Boettger Memorial Bursary, goes to one of our members furthering their education.

The Pat Keller Memorial Bursary goes to one of our members' children.

Please come to our November 27th meeting to congratulate our bursary recipients and wish them well in their educational pursuits.



Bursary Committee: Jackie Dogue, Shawna Abbott , Vicky Walker



# CUPE 947 Executive 2018-2019

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**JOHS**  
***Training Dates***  
***2019 Pro-D***  
***Watch for more***  
***information as it be-***  
***comes available***

We are always happy to receive items to  
put in our newsletter. Please email  
cupe947social@gmail.com

# Aboriginal Information column

Please feel free to contact her with anyone information or upcoming events you would like to share.

## How to Make Metis Bannock

### Ingredients

- 3 cups all-purpose flour (or whole wheat flour)
- 2 tablespoons baking powder
- 1 tablespoon sugar
- 1/2 teaspoon salt
- 1/2 cup margarine (or butter or shortening)
- 3/4-1 cup milk (or water)



### Directions

1. Mix flour, baking powder, sugar, and salt.
2. Work in the margarine using hands until you make a nice crumble.
3. Gradually mix in enough milk to make soft but not sticky. Knead.
4. Shape into a ball, place on a greased baking sheet, then flatten into a circle about 1 inch thick.
5. Bake at 425°F (220°C) for 25 minutes or until lightly browned.





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## KNOW YOUR CONTRACT

### ***17.13(h)***

***When a school/ department reinstates a position with the same job classification and hours (plus or minus one hour) within the same school year following their reassignment that employee shall be given the first opportunity to claim the position.***

