



Message from the President

Happy New Year!

I hope you all had a restful break and are ready to enter that long stretch that January and February often seem to be. We have much to do this year - bargain a better contract for starters. We will never accomplish all that needs to be improved in our contract but we can work every time to make it better. I will remind everyone that as we strive to improve it for you - the employer will strive to improve it for them . We do not know what they would like to see changed - we won't know until we sit down and exchange proposals which will likely be after Spring Break.

Our District needs to do better for our support staff who work as Educational Assistants to give them a living wage position. They need to do better for all our employees - the increased work load our clerical staff face as one department after another add another responsibility to the school, our IT and AV staff who must support a growing number of programs and hardware as the use of technology in schools increases. I recently sent out an email regarding bargaining - please send in your thoughts and ideas about what improvements are important for you. If you would like me to visit your school to hear your thoughts please let me know - I can be available over the lunch hour or after school. I hope to see you at the meeting on February 5th.

J.Massy

Jane Massy
President



Next Membership Meeting

- Tuesday, February 5 at 4:30 pm in Tolmie Boardroom 556 Boleskine Rd

CUPE 947 News

Violence Prevention Protocol

We have received many inquiries regarding how the District's Violence Prevention 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.

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

[District VPP](#)

(<https://www.sd61.bc.ca/our-district/departments-services/human-resource-services/health-safety/>)



Check out our website and Social Media Sites

www.cupe947.ca

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Hearts & Flowers

Have you moved recently? Got a new phone number?

Please keep your information up to date with HR.

For flower requests for a life event please...

Email natanissc@gmail.com or text 250-886-7765



Members Page—Your Résumé



Are you Applying for a New Position?

Please be sure that your qualifications are up to date - especially if you are applying for a position in a new classification (ie. EA to Library Clerk or School Assistant to School Admin 3). Even though you may have submitted your qualifications to Human Resources they do not get entered into your online information.

You can easily update this information in Part C and D in the online posting screen. You can put a summary in the field and direct them to your file for a more complete profile. This would help Human Resources in determining if you are qualified and should ensure that the senior qualified applicant is awarded the position. If you feel you were overlooked please contact us via our Membership Secretary or President - both have access to this information - remember that nothing is too much trouble.



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What would you like to see in the Newsletter?? Please email us

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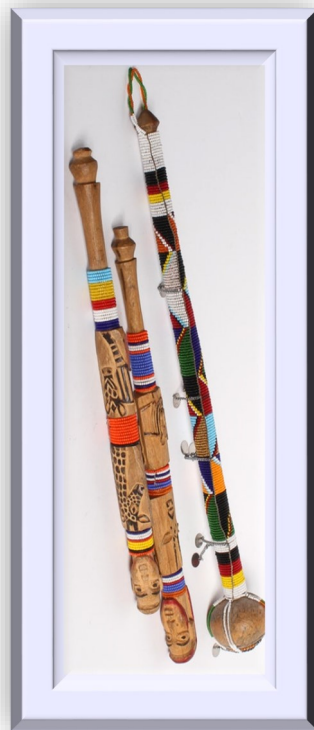
ABORIGINAL CONNECTION

Please feel free to contact Taily with any information or upcoming events you would like to share.

CIRCLE TRADITIONS

Did you know, In the circle an object that symbolizes connectedness to the land is used. It may be a Talking Stick, a feather or a stone. The person holding the object in their hands is the only one speaking. People sit in a circle to see each other and honor the inclusiveness and there is no hierarchy. There is no beginning and no end in a circle. This is a time of great respect, learning and listening. The person with the talking object will start East to West or clockwise. Everyone sitting in the circle will have an opportunity to speak if they wish. Comments directly address the issue, not what comments another person has made. The circle is very powerful and it is used in many aspects of life: sweat lodges, willow hoops, medicine wheels and dream catchers.

Taily Wills



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KNOW YOUR CONTRACT

30.01 EMPLOYEE RECORDS

Employee records shall be kept confidential. Employees shall have access to their own personnel file upon request and shall be permitted to make one (1) copy of any item contained therein. Personnel files may be reviewed with the Director of Human Resources at the employee's request to discuss the removal of any materials detrimental to the employee's interests which the employee feels are outdated.

Contrary to what this language implies - you will not sit in a room with the Director - he just approves requests. If you have any discipline/ direction letters on your file it is always a good idea to request they be removed - see 13.05 for timelines regarding removal.