



# Message from the President

Good Morning

I hope that September start-up has not been too crazy for you all. I haven't heard from too many people and I hope that is good thing. I believe we are all getting used to living with this virus - wearing our masks and washing our hands (repeat ad nauseum)!!! That being said, I hope the vaccine or Herd Immunity (herd mentality if you listen to Mr T)!comes our way soon -it doesn't appear that it will vanish any other way!!! Zoom and other similar media have been our mainstay for connecting with people over these months - and I have enjoyed meeting with a few people in person as space permits. We have begun our Labour-Management and other Union/Mgmt meetings- these had all been on hiatus since March . We had a very successful "Special Membership Meeting" via Zoom in June to makes changes to our bylaws - most of these changes were approved by CUPE National but they have suggested and/or directed some amendments which we will bring forward to the committee before calling another Special Meeting. The By-Laws were previously at the back of our contract - when they are finalized we will now publish them as a second document. We have a very important meeting on October 6th - we have lots of positions up for Election as you'll see on the next page. I have listed the associated duties for each position - the items in purple are proposed amendments as per the recommendations from CUPE National. The meeting will be conducted via Zoom and those details will be sent out prior to the meeting - be sure to check your emails. We will use the polling option for the elections. Lastly - **BURSARY APPLICATIONS ARE DUE SEPTEMBER 30 - information is available on our website at 947.cupe.ca. Have a great rest of your week.**



### Next Membership Meeting

**TUESDAY, OCTOBER 6**

• **Via Zoom - 4:30 p.m.**

• **ELECTIONS -**

## ELECTIONS - October 6, 2020

### PRESIDENT - Balance of term through to April 2022

**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

### SECOND VICE PRESIDENT (formerly Chief Shop Steward) Balance of term through to April 2021

**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.

### RECORDING SECRETARY - Balance of Term through to April 2021

**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

### **TREASURER - Balance of two year term through to April 2022**

#### **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. carry out the duties in accordance with the CUPE Constitution
- ☐ Make a written financial report to each regular membership meeting, detailing all income and expenditures for the period. shall report monthly on the financial standing of the Local
- ☐ 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. present the Local's books for audit by the Trustees once a year or as deemed necessary by the Executive
- ☐ in conjunction with the President will prepare an annual budget for the local to be presented for adoption at the October General Meeting

### **MEMBERSHIP SECRETARY - Balance of Term Through to April 2022**

#### **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

### **MEMBERS-AT LARGE - Balance of one year term through to April 2021**

#### **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 steward where necessary
- ☐ serve as an advocate for indigenous members when necessary
- ☐ serve on committees as assigned
- ☐ other duties as assigned

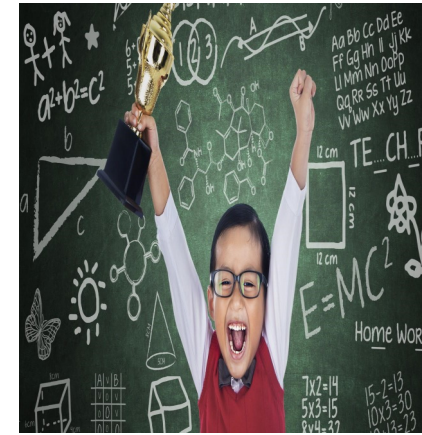
### **TRUSTEES - Balance of 1 year and 3 year term**

#### **The Trustees shall:**

- ☐ act as an auditing committee
- ☐ audit the books and accounts of the Treasurer and the minute book of the Recording Secretary annually
- ☐ report their findings to the Local at the regular meeting after their audit
- ☐ submit in writing to the President and Treasurer any recommendations and/or concerns they feel should be reviewed
- ☐ use the audit forms supplied by CUPE National Office and send a copy of each annual audit to the National Secretary-Treasurer, in accordance with the provisions of the CUPE Constitution

## **BURSARIES**

**APPLICATIONS ARE DUE IN ON SEPTEMBER 30, 2020**



For information and the application Form please go to:

**947.cupe.ca**

## **KNOW YOUR CONTRACT**

### **18.07 Non-Instructional Days**

Unless mutually agreed to otherwise, regular employees who are not normally scheduled to work on non-instructional days may report for work in the normal manner.

Unless advised seventy-two (72) hours in advance, or at the time they are called, spareboard employees shall report for work in the normal manner.



## **Hearts & Flowers**

**Have you moved recently? Got a new phone number? Address? Name Change? Please keep your information up to date with HR.**

**For flower requests for a life event please...**

**Email [cupe947@telus.net](mailto:cupe947@telus.net)**

# Orange Shirt Day



As a young girl, Phyllis Jack Webstad was gifted a new orange shirt by her grandmother before she was taken to a B.C. residential school. On her first day of classes, the shirt was confiscated and destroyed by a teacher. Phyllis' story has come to symbolize the trauma and abuse suffered by thousands of Survivors of the church-run government mandated residential schools. Generations of Survivors have similar stories of being torn from family, community, language and culture. Inspired by Phyllis' story, people now wear Orange Shirts annually on September 30th. It is the time of year when Indigenous children were taken from their homes to residential schools. Today, it is a time for us all to set the stage for the coming school year to address anti-Indigenous racism and the ongoing legacy of colonialism in B.C. and across Canada. Wearing an orange shirt is our way to honour those who survived residential schools and remember those that didn't. It's an opportunity to listen, keep discussions on all aspects of residential schools open, learn and understand. I hope you will join CUPE members across Canada in wearing an orange shirt on September 30th and take some time to reflect on responsibilities to fostering reconciliation in our schools, our communities and in our union.Œ

Orange Shirt Day Resources Learn more about Orange Shirt Day, listings for events in your area, and more about Phyllis Jack Webstad's story at [orangeshirtday.org](http://orangeshirtday.org). CUPE's Walking the Talk: a practical guide to reconciliation for CUPE locals is available online at [cupe.ca](http://cupe.ca). This guide provides CUPE locals & members with key resources to better acknowledge & include Indigenous members in our union, and to help locals and members take concrete action towards reconciliation with Indigenous peoples. The National Centre for Truth and Reconciliation ([nctr.ca](http://nctr.ca)) is the permanent home for all materials gathered by the Truth and Reconciliation Commission. It has an extensive collection of education resources on the legacy of residential schools. The NCTR is hosting Every Child Matters, an online event for youth grades 5-12 on September 30th (With thanks to Warren Williams, K-12 President)

## CUPE 947 Executive 2019–2020

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