

January 2021



UNION EXPRESSED

Message from the President

Good Afternoon,

It's actually Sunday afternoon as I sit on my couch wondering if it will snow (possibly wishing for a foot so we could all stay home tomorrow). Time is moving so fast and I hope that by the time February 5 arrives that the PHO will be able to ease our restrictions and allow us to increase our bubbles again. It is incredible to think that we are coming up on a year of living in a pandemic. You may have seen the latest update on vaccinations that was unveiled earlier this week - if not - I've included it in the newsletter. I am also very thankful that we have had only one known exposure in our schools - this speaks to the incredible job you are all doing following the guidelines laid out in the K-12 guidelines and subsequently the School Covid-19 Exposure Control Plan.

We continue to work hard on all our Committees - a new one The Equity Scan Committee is a huge district undertaking and I know that Taily Wills, Second Vice President, will be providing us updates as it continues its work - be sure to read the reports that will appear in the Committee Reports that are attached to meeting agendas.

We will be filing for arbitration - re-filing actually - over EAs not receiving remuneration for the administration of insulin. We had hoped to work it out through our JJEC process - (Joint Job Evaluation Committee) but our last efforts at achieving this goal were not realized. This is unfortunate as this means another year delay at minimum - but we cannot let the Employer brush aside this important work.

Our next general meeting takes place next week, **Tuesday, February 2 at 4:30 p.m.**, the link will be sent out shortly - hope to see you there.

Enjoy your day, Jane

PS - the weather forecast was wrong!!!



We acknowledge with respect the Lekwungen peoples on whose traditional territory we reside on and the Songhees, Esquimalt and WSÁNEĆ peoples whose historical relationships with the land continue to this day.

KNOW YOUR CONTRACT - 16.04 Appraisal Period

“When a regular employee is the successful applicant, or is deployed at the district level to a vacancy, the employee shall serve an appraisal period not exceeding three (3) months. If the appointment is not confirmed the employee shall revert to their former position and wage rate, and any other employees promoted or transferred will revert to their former position and wage rate.”

(Paraphrased)

When an employee accepts a new position there is no timeframe during which they can opt to return to their former position. Please ensure that you research any positions you apply for - your only recourse is to repost to another job. As per the Collective Agreement - the probationary period for new employees is 6 months.

You asked.. “should I make up spring break minutes when on sick/vacation”

When you are on paid leave (Family, Illness, etc.) you do not need to make up extra minutes for that day - as per the Letter of Understanding.

You asked....“do I get extra pay when covering a DEA “

When you cover a DEA during the lunch period you do get the extra pay, however, not during the paid 15 minute rest break. When covering a DEA or EAP positions for the entire day you earn the appropriate rate of pay.

SSEC SURVEY - I recently sent this survey to each of you via our district email - the survey will remain open until February 8 and the more responses we receive the better we will be able to channel the funding appropriately.



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

INDIGENOUS VOICES



MOOSE HIDE CAMPAIGN

CAMPAGNE MOOSE HIDE

FEBRUARY 11, 2021

The Moose Hide campaign is all about bringing awareness to the issues of violence against women and children, with a special focus on Indigenous women and children, and about bringing our conversations of violence out from whispered exchanges, into the open where we can more effectively address root causes. It's also about asking men to speak out against these actions and to follow through with their words. By wearing a Moose Hide pin at your place of work, your school, or out in public, you are bringing the issues of violence against Indigenous women and children out of the realms of whispered conversations and into our collective culture.

Our Mission

Our Goal is to end violence towards women and children. To help achieve this, the Moose Hide Campaign will distribute 10 Million Moose Hide squares across Canada.

- We will stand up with women and children and we will speak out against violence towards them.
- We will support each other as men and we will hold each other accountable.
- We will teach our young boys about the true meaning of love and respect, and we will be healthy role models for them.
- We will heal ourselves as men and we will support our brothers on their healing journey.

We encourage you to Take Action, Make the pledge, and Stand up to end violence towards women and children. To order pins for your work site please go to : <https://moosehidecampaign.ca/get-involved/order-pins-and-cards>

Until next time!

Hay'sxw'qa Siem (thank you)

Contributors:

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BLACK HISTORY MONTH – FEBRUARY

In December 1995, the House of Commons officially recognized February as Black History Month in Canada, following a motion introduced by the first Black Canadian woman elected to Parliament, the Honourable, Jean Augustine. The motion was carried unanimously by the House of Commons



People of African descent have been a part of shaping Canada's heritage and identity since the arrival of Mathieu Da Costa, a navigator and interpreter, who arrived in the early 1600s. There is no mention of the Loyalists who were of African descent and who came here after the American Revolution and settled in the Maritimes, or the many sacrifices made in wartime by soldiers of African descent as far back as the War of 1812.

Few Canadians know that African people were once enslaved in the territory that is now known as Canada or of how those who fought enslavement help the foundation of Canada's diverse and inclusive society. Black History Month is a time to learn about these Canadian stories and the many other important contributions of Black Canadians to the settlement, growth, and development of Canada and about the diversity of Black communities in Canada and their importance to the history of this country.



From left to right –

Alexander Hamilton- Lieutenant Governor and MP of Ontario

Rosemary Brown- Politician(NDP) Civil Rights Advocate, Educator, Writer, and Lecturer

Viola Desmond-Canadian Civil Rights Activist

Albert Jackson-First Black Canadian Mail Carrier

Submitted by Faith Liddie, CUPE 947 Member at Large

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