



UNION EXPRESSED

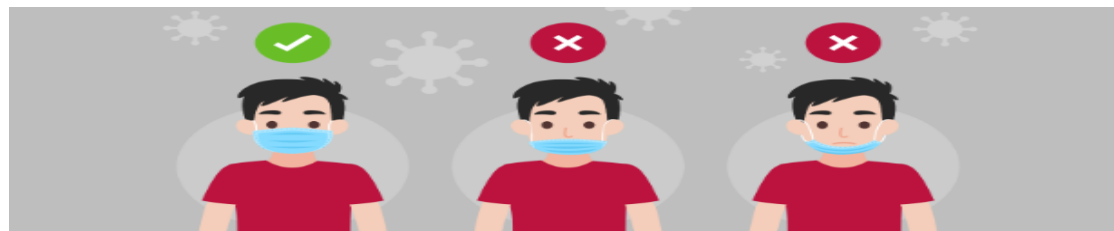
Message from the President

Good Morning

Welcome Back!! I hope you all had an enjoyable two weeks away from your regular daily schedule! To those who continued to work, a 4 day weekend is coming up and I do hope that you will be able to find an outside venue to meet up with family or friends for a visit. I recently saw some people having a bbq at Goldstream Park which looked quite lovely

The question that is foremost on everyone's mind is when are we getting vaccinated. It does include all K-12 workers (yes it irks me greatly when they only mention teachers - we are all important to ensure the education system runs smoothly). The program will begin in Surrey which makes sense as their schools are seeing far greater cases than ours - not unlike the rest of the Fraser Health Unit. We have no timelines other than we should be vaccinated by the end of May. PLEASE DO NOT PHONE YOUR HEALTH UNIT- THE EMPLOYERS WILL BE ORGANIZING. In a conversation with the Superintendent today the rollout of this will be dependent on the health authority and the rate of infection - given our numbers we will likely be in the later stage. It is disheartening to see our all numbers rise - given we are now in Year 2! We are all experiencing covid-fatigue and wanting life back to normal. The numbers of people receiving the vaccination are rising too and we just have to stay the course a little longer.

We will be having our annual elections next week via zoom. I will send out information later this week regarding registering for the meeting. I miss being with you all in person but these meetings do work well and we have been able to get business done. Descriptions of the positions available are on the following pages - we need our members to continue the work we do every-day. Please consider a position as a member at large if you are interested in becoming involved with the work we do.....Have a good day, Jane



Next Membership Meeting

TUESDAY, APRIL 6, 2021

• Via Zoom - 4:30 p.m.

• ELECTIONS -

ELECTIONS - April 6, 2021

FIRST VICE-PRESIDENT - April 2021-April 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

SECOND VICE PRESIDENT - April 2021 through to April 2023

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 - April 2021 through to April 2023

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

YOUR UNION NEEDS YOU!!!

Being a Member at Large is a great entry level into the work of the union. Through CUPE BC we offer training in stewarding, health and safety, and more. We have our members on Committees such as Hearts & Flowers, Bursary, Victoria Labour Council, Vancouver Island District Council, PRO-D - please consider this and feel free to reach out with any questions.



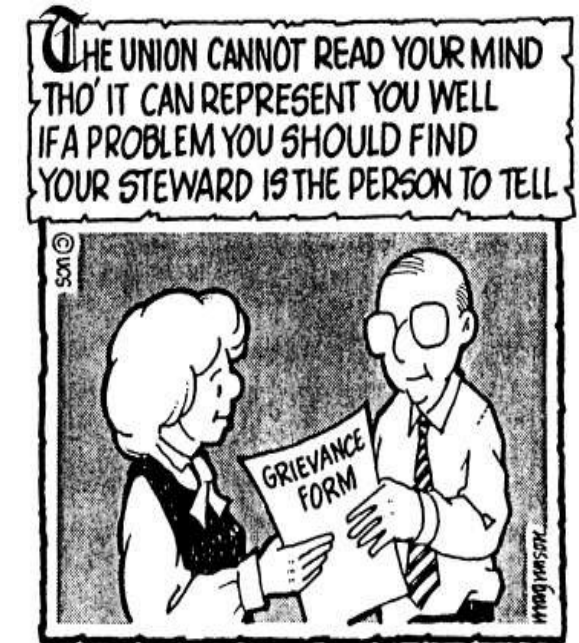
Is this you??

We have a few active grievances:

- * Members have not received EI top-up while on medical leave
- Members have not be compensated for their additional hours necessary to complete the Occupational First Aid course

Please connect with us if this is you! Anytime you are not sure of your rights please ask - if we don't know the answer we will find out.

If you need a copy of the Collective Agreement let me know and I'll pop one in the school mail!



KNOW YOUR CONTRACT

13.05 Written Adverse Reports

(ii) An employee may apply to have written warnings, Letters of Directions and adverse reports regarding minor incidents removed two years after the filing, if there have been no other verbal or written warning in the previous twelve-month period.

I would like to remind you if you do have one of these on your file just contact us and we can work with you to have it removed.



MEMBERS-AT LARGE - (8 Positions)

One year term through to April 2022

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 - 1, 2, 3, Year Terms

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

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 lbiscottini947@gmail.com

Salmons story

What's happening with the salmon tanks in the schools?

There is no creature more iconic on the west coast than our beautiful salmon. Indigenous peoples have had a respectful relationship with the salmon since time immorial. We are fortunate enough to have five different species of Pacific Salmon here on the west coast. We have Pink Salmon, Chum Salmon, Coho Salmon, Sockeye Salmon and Chinook Salmon.

Spring is the time of year when the young fry begin to swim up from their gravel beds and make their way out to sea. They spend this part of their lives in fresh water. Here they eat and grow and get ready to journey out to the ocean. There is a physiological change that begins to happen in these young fry. As they become closer to the ocean, and spend time in the estuaries of rivers and streams, their bodies start to become scaly and shiny. This process is known as smolting and it is when the juvenile salmon are making the transition to life in the ocean.

A salmon's life in the ocean lasts from 18 months to 7 years depending on the type of salmon and location. Salmon use this time to grow and eat. They follow ancient migration patterns that span thousands of miles before returning to the rivers from which they hatched. As the salmonberries ripen in the late summer, it marks the beginning of the Chinook return to the river. All the other species of salmon follow. The salmon then spawns and dies- leaving its body behind to nourish the environment from which it came.

At this time, all of the salmon eggs in your tanks in school will have hatched. The young alevins are hiding in the gravel near the bottom of the tank, using the yolk sacs that they hatched with to grow. Sometime over spring break they will make their way to the top of the tank and take their first gulp of air. This will fill their little swim bladders, and they will be swimming in the water when you return.

Submitted by

Rebecca McCool

Indigenous Member at Large



CUPE 947 Executive 2020-2021

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