

May/June 2022



local 947

UNION EXPRESSED

Message from the President

Good Afternoon,

Can you believe there are only 3.5 weeks of school left. This year seems to have flown by - now if we can get some more spring-like weather to arrive that would be appreciated. I fear we will go from this to a HeatDome overnight! I've purchased an air conditioner and I'm beginning to feel like I've jinxed it ~ kind of like washing your car and then it rains!

We will be having a General Meeting on Tuesday, June 7 - 4:30 in the Tolmie Boardroom - our first in-person meeting since February of 2020. We will be having by-elections for one Member at Large, and the Indigenous Member at Large position. We have invited our 947 members who have retired during the past school year. They will be joining us at 6pm and I look forward to celebrating them with some refreshments and goodies.

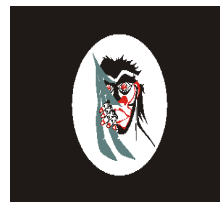
The Executive have really enjoyed getting out to visit some schools and by the end of the week we will have visited 17 sites. We may not get to all sites before the school year ends but we will be visiting any remaining sites in September. It's been great to put some faces to names and hear about issues at your site and how we can help. If you have a pressing issue at your school please let me know - we have space for more visits and they are picked at random.

We will not have a new Collective Agreement in place for July 1 - like all K-12 locals in the Province. We hope that the Provincial Table will resume during the summer and the provincial team is ready to go to work to make that happen. The current CA will remain in place in the interim - any wage increases will be retroactive to July 1. We have been through challenging times through the pandemic, and now we are seeing prices soar when we need gas for our vehicles, and more importantly food on our table. We need to negotiate a fair wage increase to lessen the burden we are facing. If you would like further updates during the summer months please be sure to get your personal email to me if you have not done so already.

Jane Massy
CUPE 947 President



CUPE 947 wishes to recognize and acknowledge the Esquimalt and Songhees Nations, on whose traditional territories, we live, we learn, and we do our work.



Next Membership Meeting

TUESDAY, JUNE 7, 2022

4:30 p.m. - Tolmie Boardroom

INDIGENOUS UNDERSTANDING

I hope you all had the opportunity to participate in some form of Indigenous understanding during the May 20th Pro-D Day. If you have any photos of you or your colleagues during these activities, please send them to me at tdwills@shaw.ca. I attended the Cinecenta movie theatre at (UVIC) to watch **Tzouhalem**. If you were required to attend a health and safety course and you were not able to take part in any of these Indigenous learning activities, please let me know. I maybe be able to assist you in having first choice next time.

The Spring 2022 Public CUPE BC Employees magazine has been sent out to you all. You likely would have noticed the CUPE BC Indigenous committee on the front cover. CUPE BC has heard the voices of members and has committed to working hard to begin in the process of reconciliation. The Indigenous committee has been given a safe space to share the acknowledgement of past and present acts of racism in Canada. In the spirit of reconciliation this has led to an instructional book on how to develop an Indigenous seat on the executive. This was a moment of pride for us because our members at 947 had already understood the need to have an indigenous voice at the table.

Lastly, as this school year winds down it is important to remember that for many years Indigenous students did not experience the same excitement. If the indigenous children were able to go home, they carried with them heavy hearts. Our indigenous children return home further from their culture as well as with a loss of innocence. Please take the time before the end of the year to plan with coworkers a way to acknowledge next September 30 orange shirt day. It is a day that many children were taken from their families.

I leave you with this book recommendation **Medicine Unbundled by Gary Geddes**

Taily Wills
CUPE 947
Second vice president



On May 20 the District focussed it's ProD on Indigenous Perspectives. We attended one of the many movies offered called **TZOUHALEM**. Tzouhalem is an historical Cowichan Chief. A powerful First Nations leader in the Pacific Northwest.

Actor, and one of the film's Directors, Harold Joe is pictured here with our Cupe members Carolyn Memnook -Dick and Taily Wills.

KNOW YOUR CONTRACT



24.12 FAMILY LEAVE (also referred to as Emergency Leave)

The Board shall provide an employee, after notification to the ADS System and supervisor, with a Leave of Absence with pay to a maximum of five (5) shifts of portions thereof per year in the case of illness or convalescent care in the immediate family. Immediate family is defined as children, parents, or spouse.

- i Convalescent care is defined as a means to provide for the care of an individual during a period of recuperative time following surgery or serious illness.
- ii This leave can be used for scheduled medical appointments for immediate family members where all attempts to schedule the appointment outside of work hours were unsuccessful.
- iii The Employer may require a certificate from a duly qualified medical practitioner as proof of such illness.

Note: for the purposes of administering this Article the year is July 1 to June 30.

Please note that as per a Letter of Understanding, an in honor of Truth and Reconciliation, our Indigenous members may use one of the above days for a cultural event.

We do recognize how limiting the 'family' is in this Leave and will endeavour to improve it.

HEARTS AND FLOWERS!! ..Looking after our Co-Workers

This recognizes our members when they have a significant life event. If you have a member that we need to acknowledge - please let us know ~ they can receive flowers, a donation to the charity of their choice, or a food service card (such as Skip the Dishes). If you have a member at your school who should be receiving an item from our Membership, please contact **Vicki Walker at twowalkers@shaw.ca** Please ensure that you update your address and/or phone numbers with Human Resources as we have run into delivery issues in the past.



CUPE 947 Executive 2021-2022

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<u>INDIGENOUS MEMBER AT LARGE</u>	

ELECTIONS - June 7, 2022
Up for Election this Meeting

INDIGENOUS MEMBER AT LARGE – 1 Position

Term – 1 Year

The indigenous Member-At-Large shall:

- ☐ serve as shop stewards where necessary
- ☐ serve as an advocate for indigenous members when necessary
- ☐ serve on committees as assigned
- ☐ other duties as assigned

MEMBER AT LARGE – 1 Positions

Term – 1 Year

Members-At-Large shall:

- ☐ serve as shop stewards where necessary
- ☐ serve on committees as assigned
- ☐ other duties as assigned

Paid Sick Leave

As districts implement the new Employment Standards Act legislation providing all workers with a minimum of five paid days of sick leave, many questions are arising regarding eligibility, particularly in cases of casuals on spare boards. If you believe you were eligible for sick leave and it was denied it, please contact us for support.



If you have an idea for a newsletter article, or if there is something you would like us to write about please share your thoughts with us at

cupe947@telus.net

We are happy to share success stories of our members or their families, reflections, it really is a wide open slate for you!