



# Message from the President

Good Afternoon,

September is slipping away and we have been so fortunate to have this beautiful sunshine to carry us through. I was outside the other night looking for “Starlink” in the skies...it was so lovely (didn’t find it but did see Jupiter)! Summer was late coming so I’m glad it is taking it’s time leaving.

It’s a busy Fall - at the Bargaining table provincially for a final week and now to get the local bargaining taken care of. The team, which includes myself, Shawna Abbott, Taily Wills, Shauna Johnson, Tricia Sturgeon and Tara Knight will work hard to make improvements to our current Collective Agreement. Thank you to the 947 members who were able to make it to the meeting last Wednesday - I appreciated all your questions and the opportunity to provide clarification on some issues. Now we move forward to make those gains - while we will not get every proposal through - it is about always moving forward with incremental gains.

We will be resuming our school visits next month - September is such a busy time - staff in schools are settling in - only to be moved around - so it seemed to make sense to wait. We have all really enjoyed those visits - we hope they are informative for you and provide you with an opportunity to ask questions.

You will see that we have our first General meeting of the school year next week, Tuesday, October 4. This year we will do at least 3 meetings via zoom and I’d like to plan for in-person meetings in December and June. We will honor retiring members in both of those meetings - a switch from once a year. 12 months really is a long time to wait for us to give our retiring members well wishes as they move into their next adventure (or they return and work Spareboard :o) and hopefully find that work/life balance). Please look for a zoom invite and details - we have some unfinished business from June and we will also present the budget for the upcoming school year. There will also be an election for the two vacant seats on our Executive - please see back page.

Wishing you all a good week - don’t forget to wear orange to school each day but especially on September 29th!

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, OCTOBER 4, 2022**  
**4:30 p.m. - Via Zoom**

## WHAT IS THE NATIONAL DAY FOR TRUTH AND RECONCILIATION?

Each year, September 30 marks the National Day for Truth and Reconciliation.

The day honours the children who never returned home and Survivors of residential schools, as well as their families and communities. Public commemoration of the tragic and painful history and ongoing impacts of residential schools is a vital component of the reconciliation process.

This federal statutory holiday was created through [legislative amendments](#) made by Parliament.



Both the National Day for Truth and Reconciliation and [Orange Shirt Day](#) take place on September 30.

Orange Shirt Day is an Indigenous-led grassroots commemorative day intended to raise awareness of the individual, family and community inter-generational impacts of residential schools, and to promote the concept of “Every Child Matters”. The orange shirt is a symbol of the stripping away of culture, freedom and self-esteem experienced by Indigenous children over generations.

On September 30, we encourage all Canadians to wear orange to honour the thousands of Survivors of residential schools.

### Mental health supports available

Former residential school students can call [1-866-925-4419](tel:1-866-925-4419) for emotional crisis referral services and information on other health supports from the Government of Canada.

Indigenous peoples across Canada can also go to The Hope for Wellness Help Line 24 hours a day, 7 days a week for counselling and crisis intervention.

Call the toll-free Help Line at [1-855-242-3310](tel:1-855-242-3310) or connect to the [online chat](#).

**EVERY CHILD MATTERS**

## KNOW YOUR CONTRACT

### UNPAID WORK

In accordance with the *Employment Standards Act*, no employee shall be required or permitted to perform unpaid hours of work.

This is such a simple statement - and I am sure we could file many grievances for our members doing unpaid work. We continue to say please don't work for free - this means coming back early from lunch, skipping your breaks, coming in early and leaving late. There are so many reasons why you do this and I am sure the main ones are overworked and short staffed - others include field trips, students not being picked up, deadlines, etc. We need to keep reinforcing the message to our Employer that staff are exhausted by this cycle and one of the best ways to do this is to make them accountable via a grievance. (A grievance is really not the formidable word some think - it is merely a method of ensuring that a meeting to resolve an issue takes place in a timely manner.) If you see yourself in this - please have the discussion with your admin on how to be compensated - this could be in time off or monetary. If this is not resolved then please call us - we know that our workforce is stretched - but that should not

continually impact you. When workers are not replaced there may be a cost-savings to the Employer - let's get that back in your pockets when we can. Please don't let the phrase "no money in our budget" deter you - that is no excuse for you to work for free!!! You are not salaried employees!



### 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](mailto: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 2022-2023

<p><b>President</b></p> <p>Jane Massy <a href="mailto:cupe947@gmail.com">cupe947@gmail.com</a> 250-216-1810</p>	<p><b>First Vice President</b></p> <p>Shawna Abbott <a href="mailto:sdennis_007@hotmail.com">sdennis_007@hotmail.com</a> 250-514-3229</p>
<p><b>Treasurer</b></p> <p>Shauna Johnson <a href="mailto:lovebloomshere@gmail.com">lovebloomshere@gmail.com</a> 250-514-1418</p>	<p><b>Acting Recording Secretary</b></p> <p>Natanis Christensen <a href="mailto:natanissc@gmail.com">natanissc@gmail.com</a> 250-886-7765</p>
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<b>MEMBERS AT LARGE</b>	
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<p>Samantha Gamble <a href="mailto:samanthagamble@shaw.ca">samanthagamble@shaw.ca</a></p>	<p>Tricia Thexton <a href="mailto:tthexton@hotmail.com">tthexton@hotmail.com</a></p>
<b>INDIGENOUS MEMBER AT LARGE</b>	

**ELECTIONS - October 4, 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

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**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](mailto: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!