

CUPE 716 - FEBRUARY NEWSLETTER

Cupe Local 716 acknowledges that our province of British Columbia is located on the homelands of 198 distinct Indigenous nations and cultures; with over 30 different languages and close to 60 unique dialects are spoken in the province. We ask all participants to reflect, acknowledge, and honour in their own way the First Nation land on which they live, work and play. Cupe716 acknowledges that we live, work and play on the lands of the Hul'q'umi'num people.



Spring is close we can almost feel it! Our Grounds Service workers and Horticulturalists are out working hard prepping all of the outdoor learning spaces around the District. We are excited to see the creative way these spaces are used to help our students connect with the world around them.

What's Happening in Local 716

Bargaining

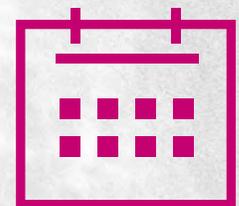
Provincial Bargaining has already started this month and will continue into March. The Provincial Bargaining team bargains for things that affect the provincial K-12 system as whole, and it is called the Framework agreement. This includes things like length of contract, wages, and benefits. Local Bargaining will begin soon, and they will be bargaining for things that affect only CUPE 716 members. This includes things like leaves, sick time, and hours of work. As we get closer to the contract ending we will be sending out updates through our mailchimp mailing list, please sign up on our website if you are interested. Keep mailing your bargaining proposals to the office: cupe716office@gmail.com

Social Committee Updates

We hope you continue to enjoy the entertainment cards. If you did not receive one please reach out to Erica at the office. Hopefully we will be able to gather as a group soon, and look forward to seeing you then!

Upcoming Events

- Family Day (Stat holiday) - February 21st
- Pink Shirt Day - February 23rd
- General Membership Meeting - March 2nd via Zoom, 5-7 pm
- International Women's Day - March 8th
- Daylight Saving Times begins - March 13th (Spring ahead - 1 hr)
- Spring Break Begins for schools except for Spul'u'kwuks - Monday March 14th
- St. Patrick's Day - March 17th
- First Day of Spring - March 20th
- Spring Break Begins for Spul'u'kwuks - Monday April 4th



Disclaimer: The views of this newsletter are not necessarily the views of the Executive Committee

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From the desk of Dianne Ryan - EA Shop Steward

Hello brothers and sisters, my name is Dianne Ryan and I am an EA at Anderson Elementary and your EA Shop Steward. When I started as an EA in 2000 I was invited to a Union meeting. I found it interesting to learn about what was happening for other EAs and other workers, at other locations. It made me more grateful for my own job, and helped me know how to respond when my principal asked me track my prep and consultation time. I found that by going to a few union meetings I could get free tickets to the Cupe holiday/retirement party, which was always a good meal, a dance and a chance to win prizes.

I became involved in the executive in 2018 when there was not enough people to fill positions and I thought I could help. I started as Sargent at Arms, then IT Shop Steward, then I was honoured to be elected as EA shop steward in 2020 when the pandemic was just getting started. I must have been crazy. This job has kept me quite busy, learning lots of new things and I think that has really helped me to get through these unprecedented times. For me, it is better for me to have something to do than something to think about.

To make ends meet, I have a part time job, offering respite care to a family in need once or twice a week. In my spare time I can be found going for a run or spending time with my 2 adult children. I love camping and being in the outdoors and spend all the time I can doing that. My boyfriend Russell and I are planning a trip across Canada as soon as we feel safe to do so. Maybe July. It's good to have something to look forward to.

Thank you to the newsletter committee for giving me the opportunity to tell you a little about myself.

I can be reached by email at dryancupe716@gmail.com. Hope to see you at the next union meeting.

From the desk of Cody Rogers - Maintenance Shop Steward



Over and over we hear it. We need to take time for self care. I'm sure many of you are like me, caught up in family life, in work life, in home life, and the idea of putting all of your responsibilities aside to do something for you seems like just another thing on the ever growing to do list. For those of you that do not know me, my name is Cody Rogers, and I am your maintenance shop steward. I can be found running around the district fixing things in District Buildings, or in the millshop building cabinets and other such projects to keep your spaces organized. Today I would like to talk about Hobbies and your Mental Health.

A few years ago, I decided to tackle a woodworking project that I had never done before. I wanted to build a longbow, not something regularly done in a School based Carpentry job. It was.... a process.... and I learned a lot along the way. But more importantly it gave me something just for me to focus on, every week. I have built quite a few bows, and still set time aside for myself to either work on my craft, or spend sometime outside at an archery range. This is a time for me, scheduled in, because my mental health matters.

Through this hobby I have met some lovely people, who I likely never would have crossed paths with otherwise. Many a late night are spent outside in the garage, puttering away, discussing life, and working through struggles. I come inside calm, and ready to tackle whatever life is going to throw at me.

I encourage you to schedule in some time for your hobbies over the next little while. Create something cool, bake something tasty, go for a walk in nature. Schedule in the time for you. Because you matter.

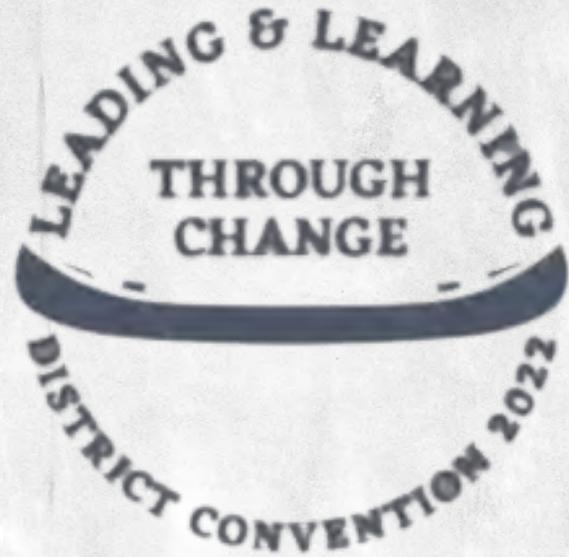


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SD38 Pro D Day Convention 2022

We hope that you all enjoyed the convention on Feb 18th, 2022. A thank you to everyone who was involved in organizing this event, to all the presenters, and to the technical team who enabled us to all come together virtually. The plus side to a virtual convention, is that we were able to connect with two fabulous speakers, who shared with us messages of Equity and Inclusion, not only in our classrooms, but also in our greater community. Both Tanya and Ivan spoke from the heart, and shared such powerful messages. Thank you Tanya for sharing with us the 7 teachings; we will be able to use them to make our classrooms and communities more equitable. Thank you Ivan for your honesty, and for speaking so passionately about accepting people, and meeting them where they are at.

The breakout groups were a great opportunity to add some new tools to our collective toolkits. Connect with your colleagues and see what they learned, breakout groups included climate change, incorporating Indigenous teachings into your lessons, the future of the workplace, or simply tips and tricks for Teams and Microsoft office. Once again thank you to all of the speakers, facilitators, and behind the scenes organizers who put this event together! Looking forward to see what is put together for next year.



CUPE 716 Cares



Do you know a member that has endured a loss, on sick leave, had a baby or gotten married. We would like to send them a card acknowledging these life events. Please email Erica at the CUPE office: cupe716office@gmail.com.

Know Your Collective Agreement

Article 20 Section 9 - Bereavement Leave

Article 20 of the CA covers all types of leaves, and their specific entitlement details. We have chosen to highlight Bereavement Leave specifically as it is one we consistently see the Board enforcing the wording around when this leave must begin. Your leave must start right away. Please see the specific wording of this section of the CA below to avoid having your leave denied. Please call us if you have any questions about your specific situation.

Employees shall be granted up to five (5) consecutive working days without loss of pay in the event of a death in the immediate family. Bereavement leave must begin no later than the next working day immediately after the date of passing. "Immediate family" shall be defined as: father, step-father, mother, step-mother, husband, wife, child, brother, sister, mother-in-law, father-in-law, daughter-in-law, son-in-law, grandparents, grandchildren, common law spouse, sister-in-law, brother-in-law or any other person living in the employee's household. On written application to the Human Resources Department, consideration will be given to other bereavement situations not included in the above definition of immediate family.

Employees may also be granted one-half day's leave without loss of pay to attend the funeral of a person outside the immediate family. Upon application, this leave may be extended to a maximum of one (1) day with pay for reasons of travel, schedule or other extenuating circumstances. Such leave will not be unreasonably denied.

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Farewell to Dan Todd - CUPE National Rep

As March quickly approaches, the time has come for us to bid farewell to Dan Todd, our CUPE National Representative. Thank you Dan for your many years of service and guidance and your consistent advocacy for the well being of our members! We wish you well in the future, and hope that where ever you end up - Ginger brings you lots of treats!



Health And Safety

IT'S NOT PART OF THE JOB

Nobody should be harassed, threatened or physically assaulted at work. If it happens to you, document what happened and contact your union steward.

WORKPLACE VIOLENCE

Definition: "violence" means the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker, and includes any threatening statement or behaviour which gives a worker reasonable cause to believe that he or she is at risk of injury. Source: WorkSafeBC

We continue to see WVRA's come in from across the district, and we continue to advocate on your behalf for changes to processes to ensure you are safe at work. Remember - we can only advocate if we know what is going on! PLEASE make sure you are filling out your 6A's and WVRA's ASAP - you can use your prep and consultation time if you need to. Please reach out if you are unsure of this process, we are happy to help!

Image Credit: <https://cupe.ca/12-things-you-can-do-fight-violence-workplace>

Stay in Touch

Welcome to our new followers. We are active on Facebook, Instagram, and Twitter. Plus you never know - sometimes we send out swag to our followers.

Our website has the latest news, along with more in depth discussion on current issues. You can also find resources such as Health and Safety Fact Sheets, a copy of the Collective Agreement in PDF form, and contact information for your shop steward. See you there!



Please register to be a member on our website to find our recent membership meeting minutes. If you run into trouble getting in or setting that up please give Erica a call at the office and she can help you out.

www.cupe716.ca