



THE CUPE "QUARTERLY"

This fall and winter have been another challenging one for many of our members. We wanted to acknowledge all of you for the efforts that have been made to show up each and every day to work and putting your best foot forward during such trying times. Regardless, if you work directly or indirectly with students, all of our members have, and do play, an important role ensuring students have the best school experience possible. Support Staff are the bedrock of this educational institution and without your strength, endurance and ultimate commitment to public education, the K-12 system would not, and could not, function effectively or efficiently as our District does.

While [COVID rules/restrictions](#) continue to play an active part in our day to day lives the efforts that you make to ensure the health and safety of our workplaces has been outstanding and we want to extend a HUGE "Thank-you". CUPE 411 will continue to advocate in the best interest of ALL our members and will not concede to those who wish to erode our Local's autonomy or succumb to pressures to accept directives that would knowingly harm our members.

The Extreme Weather events of mid-November that lasted for weeks causing massive flooding, landslides, power outages, along with the destruction of homes and various infrastructure and the displacement of residents in our community was just another added layer of stress to many of our members. We hope that everyone was able to access resources to keep them safe and provide some support through this catastrophic event and if you are finding yourself in a position of hardship or in need of assistance, please reach out to an elected [CUPE 411 Rep](#), [Provincial MLA](#), or [Federal MP](#) official for guidance. The [FSEAP](#) is also an excellent resource; assessable to all permanent members.

With winter now upon us and colder weather expected to last well into the New Year it is important that members take added precautions when working outdoors. Dressing and driving for the conditions should always be the priority and if you notice anything of concern at your site, or with your work vehicle/equipment, be sure to report this to your Supervisor and/or the JOSH Rep immediately. Don't forget to check the [SD33](#) website for school closure due to [Inclement Weather](#).

Your Bargaining team has now met a handful of times, we've had a few training days, as well as time to discuss our own strategic plan for this process. Members can expect to see a survey come out via email early this New Year as the Committee is anxious to receive feedback from as many of you as possible to prepare for the upcoming negotiations with our Employer. Local Bargaining will not commence until such time as the Provincial Bargaining team has concluded their negotiations with the government's agents and the Provincial Framework Agreement has been agreed upon.

Wishing you all a safe and happy 2022.....

In Solidarity,

CUPE 411 Executive

