



SEPTEMBER 2022

# THE CUPE "QUARTERLY"

With the start of a new school year just around the corner the Union wanted to take a moment to welcome our 10-Month members back from their Summer Break, and to "Thank" our 12-Month members who worked through July/August ensuring the schools/buses are ready for the staff and students return on September 6<sup>th</sup>!

The collective bargaining process is well underway for many public sector Unions, and ours is no exception. Our K-12 Bargaining committee has met several times with the government's bargaining agent (BCPSEA) with more meeting dates set for mid-September. While our Local bargaining committee has dates set to meet with the Employer in both October and November of this year. Despite our current collective agreement having expired, the language contained within is still in full force and effect until such time as the Union and the Employer have signed off on a new agreement. The Union wants to ensure members we are committed to securing a fair wage increase, reasonable language to address Recruitment and Retention, as well as strong language that speaks to Violence in our Workplaces. Concession Bargaining is **NOT** our mandate; therefore, we will not be distracted by language that does not serve the best interests of our members, nor will we accept a contract that disadvantages our members or sees our K-12 members falling further and further behind.

It is imperative that the Union have the most up-to-date contact details (i.e., phone number and/or personal email address) for all our members in the event of urgent information, that is time sensitive, needing to be communicated out.

The Union also wants to remind members of some key points:

1. We don't work for free; the Union has clear language that does not permit the Employer (or their Agent) to allow for unpaid work. All time worked over and above a member's regular schedule must be accounted for via the payroll system; there is no such thing as banking time and taking it off at a later date. **Only a members Principal, VP, or Manager can authorize additional time.**
2. We do not perform work outside the scope of our job descriptions. Members that agree to do this are hurting their fellow Union members and are negatively impacting the Union's ability to advocate for more permanent positions, increased hours and/or benefit entitlements.
3. Being abused at work is **NOT** part of anyone's job description.... **FULL STOP!!!** There are mechanisms in place to report Violence in the Workplace as well as Bullying/Harassment, and no one is permitted to interfere with your right to report.
4. Medical notes are never to be given to anyone other than an H.R. Manager; your Principal/ Manager, a CTA member or a fellow CUPE member should not be accepting these under any circumstance. Nor should they be attempting to provide a workplace accommodation of any kind.
5. We do not use our personal equipment (i.e., cell phones, data, vehicles, etc...) to perform work for the Employer, and we certainly don't if we are not being compensated appropriately to do so.

Members that are being asked to do, or are being subjected to, any of the above need to reach out to an Elected Union Representative for advice on the steps that need to be taken to address the situation.

A Union's strength comes from its members uniting over a common goal(s) and standing firm in defending it, our Executive is committed to advocating for all of you, so we ask that you come together and support us as we work for the greater good of our membership.

In Solidarity,

**CUPE 411 Executive**

