



## THE CUPE "QUARTERLY"

Your Union Executive just want to take a moment to say "Thank you" to all our members who have been able to show up to work every day this fall despite the COVID chaos that is surrounding not only our workplaces but our personal lives as well. The perseverance, and professional integrity that you have displayed to support student learning and provide safe, clean, and caring environments for everyone in this K-12 system has not gone unnoticed by your elected officials.

To those members who have experienced barriers in reporting to work, we hope that you have been able to access the necessary resources to help provide guidance and support in your struggles. Please know that your Union representatives are always available to assist members who may not know who to ask or where to turn to in times of troubles. We believe in teamwork and there is no obstacle that is too big or too small that we are not prepared to help tackle on behalf of our members.

We are encouraging all members to take 2021 standing tall, with their shoulders back and heads held high. "Daring to be Dangerous" should be the motto when facing adversity, and as such your Union wants to ensure that members are feeling competent in their respective work roles thus allowing your own self-confidence to shine through. The Union is working hard to ensure that there are opportunities for self-improvement and educational growth available to every one of our members in hopes of creating a more diverse and well-rounded workforce.

We also want to encourage members to continue to inform their elected representatives of concerns they are facing in their respective workplaces; if we do not know what is broken then how can we fix it? Those members that have reached out and kept the Union informed have not only benefited from these exchanges, but this has allowed your Union representatives to address issues that may negatively impact other members at other sites. It is important to note that all elected representatives are required to maintain the highest levels of confidentiality when supporting members.

With the holiday season upon us we know this year is going to look very different for many members and their families than in previous, but our hope is that you can all take a well-deserved rest and perhaps even find the time to read a book, finish a project, explore a trail or two or just curl up with a good movie. Self-care is often the last thing on the minds of many support staff but given the year we have all had to endure, give yourself permission to focus on your own needs for a change as opposed to everyone else's.

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

In Solidarity,  
**CUPE 411 Executive**

