



DECEMBER 2022 EDITION

THE CUPE "QUARTERLY"

The Union is very appreciative to all those members who have been diligently reporting their absences and lack of replacements to the Union. It is important to know that our School District is fully funded by the Ministry for an employee's wage, we also have negotiated contract language that provides members for paid sick leave. Therefore, when you are absent from work due to illness and **NOT** replaced, this is a cost savings for the Employer, so please.....[KEEP REPORTING!](#)

We are also very grateful to those members that continue to [report the violence](#) that is taking place on a daily basis in our schools. Without this data the Union would have no basis to make any arguments for the need for [Individual Safe Work Instruction](#) plans, various [Risk Assessments](#), or any other reasonable protections that would be afforded to a worker that is exposed to such hazards (see [Part 2 Division 4](#)). We want to remind members that if you are in any way experiencing push back in your efforts to report or have mitigation strategies implemented so as to avoid further exposure to violence in your workplace please speak to your sites CUPE [Joint Occupational Health & Safety Committee](#) (JOHSC) rep, and contact a [shop steward](#) so that we can work as team to ensure safe and healthy workspaces become the norm, instead of the other way around. Normalizing workplace violence is not only detrimental to our members, but it has a two-fold effect on those witnessing such actions as well as those on the receiving end. When there are no corrective measures being taken and there are no consequences for such actions, this essentially is telling everyone involved that it is OK to physically assault or verbally abuse another human being and that the victim is to be accepting of the violence. We have the ability to say "NO" to [workplace violence](#) by way of reporting as well as by way of the grievance process as our Employer has a legal responsibility to not only promote the morale, well-being and security of their employees they are also required to work cooperatively in perfecting regulations which will afford adequate protection to employees engaged in hazardous work. Members that feel that these legal requirements are not being met are asked to contact a shop steward so that the situation can be investigated and pursued through the appropriate course of action if necessary.

Lastly, members are not required to use personal property to perform their work, nor should members ever be asked to take on personal liability as part of their work. Union members **DO NOT** transport students in their personal vehicles, nor are Union members required to use their personal cell phones, or other devices, as communication tools especially when it comes to safety related issues. If you are being directed by your supervisor to do such things then the Union wants to hear from you so we can address these concerns before they negatively impact your life by way of a motor vehicle accident, or false accusations. By transporting students you are taking work away from other bargaining unit members, and by using cell phones to communicate safety issues, you are absolving the employer of their responsibility to provide communication devices as part of a safety plan.....**STOP DOING THIS!!!**

With the winter break upon us we hope all our members are able to find some down time and leave work behind to enjoy the holidays with family and friends. Wishing everyone a Safe and....

In Solidarity,
CUPE 411 Executive

*Happy
New Year*