



THE CUPE “QUARTERLY”

With the 2023-2024 school year well under way, we just wanted to take a moment to welcome back our 10-month members and hope that you were able to enjoy some R&R during the summer break and for our 12-month members we trust you were able to fit in some hard earned and well-deserved vacation time.

We thought it appropriate to highlight some of the things we will be turning our attention to this year.....

As always [violence in the workplace](#) is at the top of our list and the Union is prepared to tackle this issue head on by filing grievances where there is a failure to provide a safe and healthy workplace for our members and doing what we can to inform members of their [right to refuse unsafe work](#) and how to complete the necessary forms to ensure all incidents are captured and recorded correctly.

We are committed to getting back to visiting sites and having that face-to-face engagement which will allow for an accurate exchange of information and promote members to share workplace concerns. If you feel there is a sense of urgency for us to visit please email unionoffice@cupe411.ca so we can schedule your site in sooner rather than later.

Expressions of interest have been and will continue to go out seeking a Union presence on a number of committees this year.

The mentoring initiative has been a welcome success and we will be winding up with the initial group on November 24th and looking to recruit new mentors and mentees in mid-October for a January 26th start up.

Performance Reviews, or Professional Growth Plans, are finally going to be making their way into our workplaces, we believe this to be a positive tool in showcasing members strengths and identifying areas that may need some work. It may also be helpful to some that are considering a career change.

We would also like to remind members of some of the benefits in place that they may be eligible to take advantage of in the year ahead:

- EA Hours Fund
- Health & Wellness Fund
- [Skills, Training and Enhancement Fund](#)
- Non-Slip Footwear Allowance

Please visit the CUPE 411 websites [“Resource”](#) page for more information on these items and many more.

A reminder for members to make a point of promptly reviewing your [Statement of Earnings](#) and addressing any errors or omissions with the appropriate payroll clerk to ensure an immediate resolution.

The 2nd Annual CUPE 411 Professional Development Day is scheduled for April 26, 2024, and we are looking for feedback from our members as to what type of offerings that day would be seen as beneficial to them, and don't forget to register on [eBASE](#).

Permanent members who are in need of a short- or long-term medical leave are reminded that you must complete your [CUPE Six](#) notification and if you have questions or concerns leading up to, or during, such a leave please reach out to the appropriate elected union official to support you.

Members are also encouraged to reach out to an [elected official](#) if they are aware of a CUPE member that has suffered the loss of an immediate family member so that we can reach out and offer our condolences.

The Union was successful in negotiating recognition for the “National Day for Truth and Reconciliation” in our Collective Agreement as a new annual General Holiday on September 30th. This is a day for awareness, honouring, reflection, and commemorating the history and legacy of residential schools in Canada.

We start each year hoping this will be the one that brings positive change, that instead of always having to be reactive to situations, we will be afforded the opportunity to take a proactive approach thus allowing for a more rewarding experience in our workplaces. It's early days but we remain optimistic.....

In Solidarity,

CUPE 411 Executive

