



# THE CUPE "QUARTERLY"

With the winter break now upon us we would like to wish everyone a Happy Holiday season and hope you are all able to find some down time to spend with your loved ones.

After many years of reporting on the violence K-12 support staff face in the workplace we are finally seeing a National Survey being undertaken by CUPE, if you have not already completed the on-line survey we would encourage you to take the time to do so and provide as much detailed information as possible as to the physical assaults and verbal abuse that many of you are exposed to each and every day in your workplaces. The link to the online survey can be found on the [CUPE 411 website](#) as the survey will remain open until January 2024. Members can select "prefer not to answer" all the personal questions at the start of the survey in order to get to the questions that speak to the actual violence, just remember to share any names of staff/students when describing specific incidents.

Members are also reminded of the Winter Skate taking place at the Sardis Sports Complex on December 27<sup>th</sup> from 1:00-4:00pm, admission is free to members and their families; no registration is required. We hope to continue to offer events for members and their children during the coming months so please keep an eye on your email and/or the Union website for more information.

The Union is also looking for interested members to sit on the CUPE 411 Pro-D Planning Committee. Please take a look at the Expression of Interest Notice and kindly respond on or before January 6, 2024, to be considered for this committee.

We want to remind members of the General Membership meeting coming up on January 20, 2024, as we will not only be presenting the 2024 Budget the Union is also asking the membership to consider a potential dues increase, as well as fill two vacant steward positions: Clerical and Transportation.

The Union continues to get reports of members being asked or directed to perform work outside the scope of their respective [job descriptions](#). If this is happening to you, we would ask that you please reach out to a Shop Steward so that they can get the necessary information from you to assist the Union in addressing this problem.

The Union recently put out a "Clerical" survey to all permanent and casual members who hold such a position, we want to thank those that completed it and if you didn't have time to complete it please feel free to take a few minutes and submit it now as it is never too late to provide us with your feedback. We have been made aware that members who have a gmail account may see the Union correspondence landing in your "junk" folder so please take a minute to check and see if any emails from the Union have landed there.

We saw a significant number of applications to the CUPE 411 Health & Wellness Fund for the November 2023 intake, great to see eligible members take advantage of their one-time \$320 allocation. The next intake will be February 1-28, 2024, details regarding the fund and the application form can be found on the Union website under the [Resources](#) tab; applications submitted outside of the intake time frames will not be considered. **Note:** *Invoices/Sales Orders/Order Summary's are NOT proof of payment, Receipts only please.*

From all accounts this has been one of the most demanding fall/winter starts to a school year that many of our members have ever experienced and as such we have seen a significant number of increases in medical leaves, some work-related others not, one thing we want members to be mindful of is the oversharing of their private medical information. The Union does its best to reach out to members once we have been made aware of their absence to inform them of next steps when it comes to being contacted by a Health Care Management Specialist from Desjardins or the importance of connecting with a Claims Adjuster at WorkSafe BC, as these are the only two outside agencies that members are required to connect with as their role is to support you, the Member/Worker. If you have concerns over questions that you are being asked, or paperwork that requires completion, please contact the Union office and we will direct your inquiry to the appropriate executive member.

Here's wishing everyone a very Happy New Year, and hoping that 2024 brings with it better days for all of us....

*In Solidarity,*

**CUPE 411 Executive**

