



THE CUPE "QUARTERLY"

With the first week of the 2024-2025 school year under our belt, we hope it went smoothly for our school-term members coming back from summer break, for our regular members who seem to never really leave, and for all our casual members new and old who had to jump in and cover absences right out of the gate. There are some new initiatives that have slowly started to roll out in our District that we feel are able to provide great opportunities to support staff as we work hard to ensure that we have whole job options for members.

The [Early Learning](#) & Child Care initiatives slowly started to roll out here in SD33 in 2022, with only one site offering the "Seamless Day" programming, as a result of the hard work and commitment between the parties we were able to see additional sites come on board in 2023 and even more in 2024. This has created a number of opportunities for members who do not own full-time positions to be able to apply on both permanent, temporary or casual work in these programs. As the District continues to grow these programs we foresee the creation of new positions that will allow for additional hours of work, thus ensuring whole job opportunities within the Chilliwack School District hopefully preventing the need for our members to seek out work elsewhere. Please review the Letters of Understanding that the Union and the Employer have negotiated that pertain to the Early Learning and Childcare programs.

In 2022 the Student and Family Affordability Fund was introduced to the District, and since then it has morphed into the [Feeding Futures](#) program, the aim of which is to provide students barrier free access to nutritional food choices at school in both the morning and afternoon. While we have had many support staff doing this work as part of their assignments, the goal is to streamline ordering, tracking, and prepping to free up more time for those members to focus on other very important work. For 2024-2025 every site has been given an additional forty-five (45) minutes of time that Supervisors can assign to a designated Education Assistant-Special Needs. The Union expects this time is being offered in order of seniority, and the members will work with existing staff at the site in conjunction with the Program Coordinator to ensure that food purchases are taking place with authorized suppliers, food is being delivered to sites (no more leaving the site to go shopping) as well as consistent messaging on nutritional guidelines and communicating menu options. We are also hoping that our sites with culinary kitchens will see an increase in support staff hours if they are being tasked to prepare and provide breakfast/lunch options for students as part of this program; we would love to get feedback from our members on this.

The Union cannot stress enough that as members, casual or permanent, we do not volunteer to perform work for the Employer. Volunteer work undermines the collective work of the Union for our members in ensuring you are paid for the work you perform within your job descriptions. In keeping with that members should not be performing the work of other bargaining unit members, we have a wide range of skilled professionals among us and while you may feel as though you are being a "team player" by fixing that toilet, or transporting that student, you are taking the work away from those that are actually hired to perform it, and who may need those hours. Volunteering ultimately takes away the Unions ability to demonstrate the need for more staffing in various areas, for example; our clerical ratios at enrolling sites have not been at adequate numbers since the 1990's, and despite repeated pressure from the Union to address this, we start another school year with no change, "Why?", well the work continues to get done most likely outside of regular working hours and is not being compensated for appropriately. There is no such thing as Supervisors banking time for members, then granting them time off (i.e., leaving early) and that time is then deducted from a mysterious ledger. All time worked outside of scheduled hours must be entered into the Power School system as either "Additional Hours" or as "Overtime" (paid out or banked), and any time absent from your shift must be entered into the system (i.e., Sick, Vacation, etc.) there are no exceptions to this. It is you, our members, that risk discipline should you be caught off site during working hours (i.e., Theft of Time), or risk bearing the liability of working outside of your shift and sustaining an injury (i.e., Break leg at an evening trade show) no WSBC coverage as you were technically not on shift.

Lastly, the District has developed a new Administrative Procedure ([No.318](#)) when it comes to Cell Phone and Digital Device Use in relation to students' access/usage. The Union would ask that you refrain from engaging with students, as we do not want our members intervening, this burden falls on Educators to implement and apply a plan for their instructional space(s). If you have concerns in relation to a student and the plan first address it with the teacher, and if you are not satisfied with the resolve speak to your Supervisor.

Best of luck everyone on a successful year ahead and please know that we want to hear from you with any questions, concerns, or if you have a positive to share, we would love to know about, as they seem few and far between as of late.

In Solidarity,

CUPE 411 Executive

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