



► **Update ~ Municipal Pension Plan (MPP) Redesign**



**Location and
Contacts**

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The official BC Municipal Pension Plan redesign process is now complete. A short video, plan design changes as well as information and effects on general active members can be found at

www.mppredesign.ca <https://www.mppredesign.ca/general-members/>

Most BC Public Service workers, from multiple sectors, are covered by the **Municipal Pension Plan (MPP)**. Our retirement pension and extended benefits packages are available through MPP.

The MPP board recognizes there is a lot of information as well as misinformation out there and have provided some IMPORTANT CLARIFICATION <https://www.mppredesign.ca/clarification/>

You are welcome to contact MPP directly to ask any questions you need to ask. We will be exploring ways to have a Retirement Information session available to members.

► **Our Next Pro-D Day is February 12th, 2021 ~ This District Day** is a workday for all staff in posted positions (temp./ 10m. /12m.)

The impact of COVID-19 measures has been felt here too. Time is usually spent in spring consulting and planning for the next year, however all of that was on hold.

Both Allison Burt and Aileen O’Keefe, (who have been coordinating things between Departments, the District and the Union) appreciate your patience as we navigate this year and access the offerings we can bring forward.

It should be noted, members who are in posted 12m &/or Temporary Custodial positions may have other work tasks to focus on during Pro-D days and may have alternate schedules etc. as a result.

The PRDTA PD Coordinator, Vanessa Coray, has been working on Teacher Pro-D the last couple of years and some of those BCTF offerings will be made available to Support Staff through funds CUPE476 and SD#47 have invested. Once the program for February 12th has been established, information will be shared out with all. Please direct all queries to your CUPE Rep. Aileen O’Keefe cupe476@shaw.ca or our District contact for Pro-D Allison Burt allison.burt@sd47.bc.ca (site/school PD reps for the PRDTA are not organizing CUPE476 members. Please contact your rep at the union email provided)

As we look to the 2021-22 school year, we welcome all ideas and suggestions. We will be sending out a survey for your feedback.

We would appreciate having all viewpoints from all departments and understand that some of the offerings may not be fully what you wish for. We know that for some there are considerable things to be worked around to participate on these days.

Here with CUPE Local 476 & SD#47, we are right in line with what is happening provincially; the work of the Support Staff Education Committee (SSEC), which was struck as per item 6 of the Provincial Framework Agreement (PFA) (aka Provincial Contract). Watch for their survey is available NOW → CUPEBC, other support staff unions, and BCPSEA are jointly launching a survey seeking input to help define priorities for, and interest in, support staff training and upgrading. This is an extensive survey covering all Job Classifications. Please take your time, answer what you can and Share your vision for the future of Pro-D Education and training options.

<https://www.surveymonkey.com/r/SGLYD3F>

The goal of Professional Development is not simply to fill your day with workshops, but to find meaningful opportunities supporting you in the work and profession you are in.

On behalf of the entire membership of CUPE Local 476, sincere condolences at the sudden passing of Trustee, Jackie Timothy, were sent to his Family and The Board of Education.

We know this is a sad time for his family, friends and his community within the Tla’amin Nation as well as the greater Education community.

In my conversations with Jackie over these last few years, one came to understand his profound belief in wanting to make the world for our young and the young at heart, simply better. Jackie had a willingness to have deeper and open conversations about where we have been, where we are now and where we should look to grow to as a community. It was clear this was important to him. I hope we can honour Jackie by being more open and willing as he was.



► **Casual, Temporary or Permanent posts** ~ What you need to know:

All Support Staff workers, working within SD#47, are part of the CUPE476 Bargaining Unit. There are very few exceptions. Regardless of whether you are working 10m. or 12m. post; casually on call or in a temporary posting for this school year due to COVID-19 needs, you are all part of CUPE476 and therefore covered under the SD#47 & CUPE476 Contract.

There are some differences when in a Permanent posted position vs. working casually or Temp. posting, as well when you have seniority vs. not yet. Some of these differences are around Layoff notice, options in bumping, Benefits such as sick leave accrual and Supplemental Vacation to name a few.

Being part of a Bargaining Unit means that we work together, as a membership, to build and negotiate one contract with common goals. Through union membership, workers come together to make decisions about the conditions of their work. Collective Bargaining for wages, work hours, benefits, workplace health and safety, and other work-related and social issues is purposeful, and member driven. Any & every member can be a part of the various committees that support the membership moving forward. Please reach out to us to learn more about taking a more active part in your future.

The Membership of CUPE476, working together, are keeping our community strong by working in BC public schools and their programs to keep them operating, clean, safe and inclusive.

Currently we are hosting Membership meetings every month -6 weeks (dependent on school calendar). Through Zoom we are hosting 2 meetings each time, to try to capture as many members during their non-working hours as possible. If the times offered aren't working for you, please let us know.

We also have a Facebook page and Members group where we share more frequent updates. We are working with CUPEBC to secure a website. If there is information that you feel you aren't getting, please reach out and let us know. We are only human, and errors or misunderstanding occur, however we need your direct input. Let us work together, for all.


CUPE476 Executive is governed by our shared contract as well as our By-Laws and Constitution. As part of our commitment to the Membership and given the ongoing restricts from the COVID-19 Pandemic, the Executive have been operating based on drafted Crisis Response By-law, allowing us to continue operations and adjust as we navigate this 2020-2021 year. At our next meeting we will be discussing what has worked and what hasn't as well as looking for your input and recommendations on these issues.

We also recognize there are a larger than normal number of "new" jobs and therefore New members this school year. We will be looking at ways to connect with you in this New Year too. Please ensure that you send your contact information to cupe476@shaw.ca This is key to staying connected.

► **Reminder**

You have the right and responsibility to bring questions and concerns to your Principal, Administrator, Manager, Health & Safety Site Rep. AND Your Union Representative

We are meant to work together to work through and resolve.



WASHING YOUR HANDS IS AWESOME






PASSIVE Self-assessment Health Check vs. ACTIVE Self Health Check



Since the return to School in late Spring and the Safety orientation prior to full September start up, all K-12 Employees have been required to evaluate themselves, to "Self-Assess" for symptoms of COVID-19. This has been the case for all workers in BC prior to attending work.

Although some sectors have had to incorporate stricter and more Active assessment processes, it was not until Mid-November when Public Health expanded and updated directives. At that time what we were doing was sufficient. In December clarity was given requiring ALL Employers into taking Active Daily Health Check. WSBC also updated their site to reflect these changes.

Do you have any of the following:

| | | | | | |
|---|---|---|--|---|---|
| Yes <input type="checkbox"/> No <input type="checkbox"/> |  Fever | Yes <input type="checkbox"/> No <input type="checkbox"/> |  Cough | Yes <input type="checkbox"/> No <input type="checkbox"/> |  Shortness of breath |
| Yes <input type="checkbox"/> No <input type="checkbox"/> |  Sore throat | Yes <input type="checkbox"/> No <input type="checkbox"/> |  Runny nose | Yes <input type="checkbox"/> No <input type="checkbox"/> |  Feeling unwell |

Yes No Have you been in close contact with someone who is sick or has confirmed COVID-19 in the past 14 days?

Now, ALL worksites, including those within SD#47 are requiring staff to Actively complete a daily Health Check. Daily Health checks are based on your own understanding of your health, your "Baseline".

PHO/WSBC are focussing on if you are displaying any new [symptoms] or worsening.

It is important to know, that because this is a change by PHO, all those working under the Ministry of Education (School Act) umbrella now are obligated as part of our employment responsibilities.

As I understand it, each site may have a slightly different form to fill out. Please review both the CUPEBC K-12 Info Sheet as well as the WSBC. Please also don't hesitate to reach out to me here at the office for clarification. |

