



Powell River - 4476 B Marine Avenue, PR.

1-604-485-5441 Email – [cupe476@live.ca](mailto:cupe476@live.ca)

President – Aileen O’Keefe - Sec.-Treasurer – Darlene Cattanach

Mailing address – PO Box 246  
Powell River. BC, V8A 4Z6

## A Few Things for your Attention!!

### **MEMO TO MEMBERSHIP** – For Your Information

**If you are receiving this through your SD47 email account, please let us know and send us your updated personal contact information.**

- As members ask questions, discussions from Labour Management or information is brought forward from other CUPE Locals, CUPEBC or CUPE National, I gather that information and quickly post it out to FB our group. Usually, highlights are then posted in our seasonal Newsletters. Some information is a little more sensitive than others and in consideration of the District, the Union will not send anything through the SD’s email accounts that could cause friction to the relationship.

With this in mind, Please!! If you haven’t already, Update us with your personal contact details.

CUPE MEMBER INFORMATION:

NAME:

Preferred name &/or pronoun:

PERSONAL EMAIL ADDRESS:

HIRE DATE:

POSITION/DEPARTMENT – (Casual/Temp/Perm & Department à Educational support/Custodian/Clerical/Maintenance/Other)

Current Status: Casual - Available & on call weekly! Not Available applied for Leave from Call out? In a Temporary post at:

TELEPHONE (PREFERRED CONTACT #):

MAILING ADDRESS:

It is also encouraged that you make sure the SD has your current personal contact information, especially as people move to cell only numbers etc.

In consideration that not all members are accessing our private FB group, I thought it best to send out a **“Highlights Memo”** and should there be something of interest to you personally, please feel free to reply asking for more details.

- As part of the larger CUPEBC Family, CUPE476 is part of the K-12 Presidents Council [CUPE K-12 BC – Keeping BC public schools clean, safe and inclusive](#). Throughout this last year they have updated their website, in particular with Bulletins & information from their work on various Provincial Committees. [June 28, 2021 Bulletin – Wrapping up the school year – CUPE K-12 BC](#)  
[August 16, 2021 Bulletin -September 30th – a day of Truth and Reconciliation – CUPE K-12 BC](#)
- [8 July](#)
  - · FYI --> 😊 So, there have been changes that occurred throughout the Province and Nationally as well July 1st. **However, almost nothing has changed for the those of us working in K-12 systems.** You Must be aware of this and take all the steps you were taking prior to July 1st, especially if you are working in an SD building environment. These are PHO, BCCDC and WSBC Guidelines. ***“The current public health guidance is in place through the summer...”*** <http://www.bccdc.ca/schools/school-staff>
  - Keep an eye out for postings, as they can appear at anytime throughout the year [Support Staff Positions - Powell River Board of Education \(sd47.bc.ca\)](#)
- [12 July](#) · Our **Webpage Updated --> New Inter-personal Conflict Agreement between CUPE476 and PRDTA.** Please have a look and feel free to send any questions or comments my way 😊 Take care 🙌 [Welcome to CUPE 476 - CUPE 476](#)
- [22 July](#) – Thank you to all working through the summer, especially in this heat.



There's a lot that goes into summer work. Deep Cleaning schools & classrooms, building and repairing. Finishing off forms & projects and then setting up for next year. Thank you all for your efforts & in keeping things moving!





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- [28 July](#) - If you are nearing 55, you should be thinking more seriously about what Retirement Income & Health benefits may look like for you. Starting to investigate and more thoughtful planning is Key! As you may have noticed, they no longer are airing those "Freedom 55" commercials 😞. Public School Employees are entitled to **enroll in MPP** upon successful completion of Probation and securing Seniority. BC's **Municipal Pension Plan** serves more than 360,000 active, inactive and retired members and their employers... Am currently working on an FAQ that I will share out when asked.
- [6 August](#) · If you are considering taking a LOA/ leave of absence this year or even in the future (for whatever reason) there are some things you should consider. Did you know that you can defer part of your salary in such cases? You can also, pay/"buy back" into your pension plan and continue with some of your benefits! All of these things are covered in our CA but I have been gathering a Helpful Hints page, so please reach out when you want to look more into all there is to know.
- [12 August](#) DID YOU KNOW? 🔍 Part of our Contract/Collective Agreement with the SD also contains the PFA - Provincial Framework Agreement. (pgs. 51-66) This PFA contains items that are important for every single person working within an SD. One such item, Safety in the Workplace, can be found on pages 52-53. This covers not only Violence but also All Hazards and shows us Provincially, the stakeholders in BC Public Education, BCPSEA/Government, School Boards and Unions are all committed to having more effective and expansive Health and Safety Committee.
- [12 August](#) **Follow these five steps to protect yourself and your family in very hot weather:**
  1. Prepare for the heat <https://www.canada.ca/.../extreme-heat-heat-waves.html>
  2. Pay close attention to how you - and those around you - feel
  3. Stay hydrated - Drink plenty of cool liquids (especially water) before you feel thirsty to decrease your risk of dehydration
  4. Stay cool - Your body is not used to (not acclimatized to) extreme heat at the beginning of the summer. If you are physically active, you are also not acclimatized if you don't exercise regularly during hot weather.
  5. Avoid exposure to extreme heat when outdoors
  6. Keep your home cool
- [17 August](#) Did you know? 🙄 DUTY TO ACCOMMODATE → Accommodation is important. It isn't simple, that is true, but the laws now recognize that Life Happens and working people have the right to explore options with their employer... Should you have questions, never hesitate to reach out.
- **The provincial K to 12 Education Steering Committee**, made up of educators, parents, support workers, school leaders, trustees, First Nations, Métis Nation and public health experts, will continue to work with the Ministry and the BC Centre for Disease Control (BCCDC) to finalize health and safety guidelines for September 2021. • <https://www2.gov.bc.ca/gov/content/education-training/k-12/covid-19-safe-schools?keyword=five-stage&keyword=framework>  
We have all been hearing many News Bites, BCTF Statements etc. I can say there is still much to come forward and worked through. As much as there was hope for a closer to "Normal" {whatever that is 😊} Given the changes in the last weeks, even locally, you should be prepared that we will continue to ride this wave of changing times for some time to come. **Discussion on Cleaning & Workload for Custodians, Funding, Masks, Ventilation, Staff and Student responsibilities and more are ongoing!**  
As well as the *Jumaji game* we are living in, you may have heard that **September 30th has been passed as a Federal Statutory Holiday 🇨🇦**, as part of the commitment to the TRC Calls to Action. I brought forward the topic to the District in June but have not heard back. Now, BC Gov. has implemented this stat! [Truth and Rec Holiday Pres-Council Bulletin AUG 17 08 13 2021.pdf \(cupe.ca\)](#)

There have been scheduling hurdles with the District, so meetings that were to have occurred in July have not. We know that many of you are looking for updates to staffing and future job postings. At this time, I do not have that information from the District. I will update you the moment I do. Also, something to make note of. Each site has an OH&S Cmt (Occupational Health & Safety). Often Custodians are tasked with this since they tend to walk through the entire facility on a daily & weekly basis, but 🙄 did you know that any member can be on this committee? These committees are valuable and a requirement under the WorkSafe BC Regulations. [Joint health & safety committees - WorkSafeBC](#) The joint committee plays an important role in your occupational health and safety program, giving workers and employers a way to work together to identify and find solutions to workplace health and safety issues. The joint committee has the following specific duties and functions:

- Identify situations that may be unhealthy or unsafe for workers, and advise on effective systems for responding to those situations
- Consider, and promptly deal with complaints relating to the health and safety of workers ...

Regular training is a priority for our CUPE members. If you are interested in learning more on this topic or any other, please reach out. 604-485-5441 or [cupe476@live.ca](mailto:cupe476@live.ca) In Solidarity, Aileen O’Keefe - President