



Membership Newsletter

March 2024

President – Aileen O’Keefe

Vice-President – Robin Gibson

REMINDER – Calendar

2026-27 Potential Calendar

→ [Calendar Feedback On 2026/2027 School Year \(sd47.bc.ca\)](https://sd47.bc.ca)

NOTE: Winter Vacation would begin Dec. 21/26 to Jan. 1 (Jan. 4/27 Schools Re-open)
→ Then, Friday, Mar. 12 Schools Close (end of day) then see the start of Spring Break -
March 15-25, with Easter/Stats going through Monday, Mar. 29th/27.

Please review → draft of the 2026/2027 school calendar (aka working/open days) designed to maintain consistency with previous years while also attempting to align with the calendars of other local school districts. As valued members of our district, your input is highly appreciated!

2024 - Spring Break & Easter → Friday March 15

Schools close (end of day) for **Spring Break March 16-31** Spring Vacation – followed by Stats for Monday April 1 Easter. Schools Re-open Tuesday April 2/24.

DYK → Members assigned to 10/m. (or 11/m.) are on school break “layoff” and are automatically recalled back April 2nd. Members in 12/m. assignments are normally working straight through unless using vacation.

EFAP Reminder →

Life has many ways of testing a person's will, either by having nothing happen at all or by having everything happen all at once.
Photo Credits/Quotidian.com

We are not meant to tackle hard pieces on our own. There are trained people who can help, guide and support. We have access to **EFAP** Wellness services through Homewood. They have counsellors on hand as well as a host of go at your own pace life lessons.
<https://homeweb.ca/> -> create account (qathet School District → Key: PRB451)

FYI →

#1 - Questions about anything? Use our handy QR code & voila, automatic direct email. Just edit and send to us 📧



#2 - Also, look to our website – Main page right → an [Anonymous Contact Form](#).



#3 – Nearing the final draft of our 2022-2025 CA, Until then, and any time, am happy to follow up with anyone. I do sometimes forget to make a note or follow-up, please don't let that stop you from reminding me. So feel free to question!!



#4 - In an effort to help clear up potential conflict/matters between Teaching and Non-teaching colleagues, the local Teachers Association Union (qTA) and Support Staff Union (CUPE476) signed a protocol for our members to follow. Use the QR code and send us an email to get a copy for yourself.

#5 - When participating in school/site committees, learning/workshops, or sometimes departmental teams... during work hours, there are both responsibilities to the Employer as well as being a representative of CUPE476. Not sure what this means? Reach out to me at cupe476localpresident@outlook.com

We acknowledge our offices are located on the traditional territories of the Tla'amin Nation, and our shared responsibilities in honouring the Tla'amin Treaty.



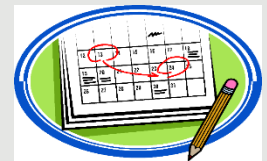
UPCOMING & IMPORTANT

DATES:

Next Membership mtg.:
Thursday, April 18th '24.
@ 4:15pm. Watch for notices posted.

School Planning /Pro-D:
Friday, June 7 '24.

→ **AGM & ELECTIONS**
Saturday, June 15th,
2024 – Open to all
members – Location TBA
(see notice bottom of next page)



QUESTIONS? COMMENTS?

Please reach out to us at either cupe476@live.ca or 604-485-5441

A few local activities during Spring Break:

- (1) [Powell River Community Events Calendar | Facebook](#)
- (2) [Art Camp](https://www.qathetart.ca/spring-break-art-camp/)
- (3) [Spring Speaker Series – qathet Museum & Archives](#)
- (4) [Powell River Parks, Recreation and Culture \(powellriverprc.ca\)](https://powellriverprc.ca)





Did You Know →

Keeping a journal is part of *Best Practices Approach*; a great way to act with more intention in your role; having a record of successes and challenges can prove useful.

Work journals should:

- Be updated daily, weekly, or as needed.
- Focus on the key points of your day. The important highs and lows.
- Include time and place + Important details, but be aware of privacy laws (use initials instead of names, don't be derogatory etc.)
- Record hurtful, negative, difficult &/or illness/injury related interaction. These can be between others, happen to you...

Important considerations:

- Open conversations with Principals, Classroom Teacher and co-workers is a must!
- Don't let students/others see/think you are writing about them.
- Keeping a journal doesn't replace official reporting:
 - Fill out the appropriate WorkSafe forms to report all injury, near miss or probable (often it is hours later before the body starts to really feel things).
 - Fill out the appropriate qathet School District forms if you experience violence, bullying or harassment.
 - Contact the Union
- All of these should be noted and reported: incidents, near misses, spitting, kicking, swings (fist, arms, feet...), swearing etc. Reporting protects the worker(s) and others, then helps to identify changes or unmet needs.
- Keep track of interventions, methods used, and their efficacy.
- Keep track of student interactions and progress. (Antecedent and subsequent etc.)
- Use a book, phone app, or document file. (Do not take photos!)
- Understand the difference between a School-based notebook where one may be asked to log/track situations vs. your own personal app/journal. Legally these are very different!

2021-04-29-SD47-and-CUPE-2019-2022-Final-Signed-Version.pdf

→ Have a question about hours of work or Overtime?

Have a look over these clauses then reach out.

18.	HOURS OF WORK
18.01	WORK WEEK
18.02	CATEGORY 1, 2 AND 3 EMPLOYEES.....
18.04	CATEGORY 4, 5 AND 6 EMPLOYEES.....
18.05	PART-TIME
18.06	TEMPORARY WORK SCHEDULE CHANGES.....
18.07	EMERGENCY SCHOOL CLOSURES
18.07	REST PERIODS
18.08	MINIMUM DAILY HOURS
19.	OVERTIME
19.01	OVERTIME DEFINED
19.02	PAYMENT OF OVERTIME
19.03	CALL-OUT

Notice is given as per our current draft By-Laws

[Bylaws » CUPE 476](#)



Health & Safety – resources & SD#47 AP's:

[Administrative Procedures \(sd47.bc.ca\)](https://sd47.bc.ca)

[Workplace Violence Prevention in K-12 Education |](#)

[WorkSafeBC](#) "...All workers, supervisors, and employers in the school system have a responsibility to help prevent workplace violence [and reduce the] significant impact on the physical and psychological health and safety of workers..."

[Help prevent workplace violence in schools - WorkSafeBC](#)

[OHS Resources & Tools - BC Public School Employers' Association \(bcpssea.bc.ca\)](#)

"resources and tools that have been developed or collected to support occupational health and safety performance in the K-12 public education sector."

MEMBERSHIP NOTICE for our AGM & ELECTIONS

Saturday, June 15th, 2024.

- Open to all members -

Executive Board	2023 Elected	2024 Nominations
President (2yrs)		
Treasurer (2yrs)		
Vice-President (2 yrs. '23-'25)	Robin G.	
Recording-Secretary (2 yrs. - 1yr. term)	n/a	
Sargeant-at-arms (annually)	Breanne B.	
Member-at-Large (2 yrs.)		
Member-at-Large (2 yrs.) 2024-26)		
Member-at-Large (2 yrs. '23-'25)	Kate B.	
Trustee (2 yrs.)	Dawn Mc.	
Trustee (2 yrs.) Note - 1 yr. post changes to 2yr./even year at 2024 elections - All Trustee posts are 2 yrs.)	Olga d.L.	
Steward (3 NEW posts) 2 yrs. (odd year) 2 yrs. (odd year) 1 yr. (Note - 1 yr. post changes to 2yr./even year at 2024 elections.)	Christal H. Danielle C. Julie A.	
<small>Committees (note: some Cmt. such as Bargaining or By-Laws are only initiated as needed)</small>		
VIDC (3 annually) 2 - delegates 1 - alternate	Aileen O'K Kate B. Robin G.	
Wellness - District 1 - delegates	Olga d.L. (alt. Krystal G.)	