



MEMBERSHIP NEWSLETTER FALL '24



https://fb.watch/vo_XMpMcXG/

UPCOMING DATES TO NOTE:

Tuesday, October 23rd – P/T Conf. – Early Dismissal @ BRK

Friday, October 25th – Pro-D

An email from Int. Superintendent Vianne K. was sent out to all CUPE476 members work emails. Please have a look and reach out if you have questions. (*further information available, see page 2 😊)

Tuesday, October 29th – Photo Retake Day

Having photo ID will help you access discounts at Hotels etc. !!

Friday, November 1st – P/T Conf. – all day @ SD Elementaries

Thursday, November 28th – Membership meeting & By-Election @ 4:15pm – online!

Please keep an eye on your personal emails (check your junk folder) for up-to-date information as the date draws nearer. Not receiving information? Please use the QR code below to complete the membership survey and be added to our mailing list.



DID YOU KNOW?

There are a variety of added benefits you can access!

→ ENDLESS SAVINGS AND MORE



ESM allows you to access hundreds of deals from national brands. Here's how to use it:
1-Install the [ES&M app on your smartphone](#).
2-When you first run the app, you will be asked for an **Organization Code**, type in cupebc
3-Search in the app for vendors. Either copy a coupon code for an online purchase, or show the app at a brick-and-mortar store

→ EFAP – HOMEWOOD HEALTH



provides services for you and your immediate family at no cost.

We are not meant to tackle hard pieces on our own. There are trained people who can help, guide and support.

Helping you grow into a healthier life

When you or someone you care about needs help, Homewood is here for you. Whether you need advice, counselling or treatment—we are here to lend you a hand and support your recovery. We've been improving lives since 1883. How can we help you?

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)

→ The Municipal Pension Plan has a Retirees Assoc.

Promoting the interests and welfare of all retired workers.

→ **includes** - access to discounted services, insurance, ongoing oversight, accountability and advocacy to maintain a health pension plan for all.

[Municipal Pension Retirees' Association - MPRA - Member Benefits](#) Are hosting a **Meet & Greet, Thur. Dec. 5th in the Poplar Rm. @ Complex. This is open to all MPP retirees and those looking to retire in this next year**



NOTE → over the years a variety of other Locally Negotiated Staff Benefits were made available. We are working with the SD to determine what changes have affected these offerings



PRO-D/PROFESSIONAL DEVELOPMENT DAYS

Some history and context for you:

2022-2025 CA – clause 16.06 Professional Development

“The Union and the Employer agree to maintain a Professional Development fund which will fund Professional Development for support staff employees during Professional Development days. The Employer agrees to contribute three thousand dollars (\$3,000.00) per year annually to the fund. The Labour Management Committee shall annually plan the Professional Development days, and agreement shall be required on the curriculum. Each department shall have a session which is relevant to maintaining or improving their skills. **Effective July 1, 2020 Support Staff shall participate with pay in four (4) Professional Development/Non-Instructional days that are scheduled during the School year.**

When Professional Days/Non-Instructional days fall during the Spring, Summer or Winter breaks ten (10)-month employees shall be on layoff, and twelve (12)-month employees shall continue to work. In exchange ten (10)- month employees shall suspend their entitlement to bump when they are on layoff during School breaks in accordance with 16.01 (f) of the Collective Agreement.

Effective July 1, 2019, the Parties agree that LOU #6 shall be deleted and the funds shall be allocated to funding one Pro-D day for all staff. Effective July 1, 2020, the annual Service Delivery Allocation of \$28,299 will be allocated to fund Pro-D days. The LIF fund will also be used to contribute to this agreement with the remaining LIF funds to be negotiated through the LIF agreement annually. Should there be any excess funds at any point in time they shall be allocated to funding education on Pro-D days.”

→ Around the time we negotiated this, we could not have foreseen the potholes we would need to navigate around. No/changes HR and a Pandemic (no large group settings or guests/visitors etc.) and oh so much more. So, we pieced some offerings together and piggy-backed onto the Teachers offerings. Some Pro-D days were significantly difficult, others were better. We continued to ride a roller-coaster in the hopes that the next turn would level things off. We consistently promoted your suggestions with workshops, trainings, speakers and as always looked to work with the District and its Dept. leadership team in resolving the hiccups.

We recognise that it has been a long-haul and appreciate all the feedback! In order to focus on **Moving forward** we advised the District of all; what needed to be in place as well our next steps toward a seat at the table, and now we already planning for February 14th. Time to reach back to you; ask for you to join in and help build ideas, plans for the April date and the next year too.

Do you have a topic you are passionate about?

Are you interested in facilitating or know of someone we should talk to?

Want to share your thoughts on previous or Friday’s Pro-D offerings?

Please complete this quick satisfaction survey (use your phone camera to open the QR code link or click here → <https://forms.office.com/r/RpnuhEC5sN>

We also know the portal page isn’t quite up to snuff after the website was upgraded and that learning and training happens in a variety of ways.

If you have a suggestion or comment (positive, negative, frustrated, goal centered) we are looking to hear from you.

Here are a variety of ways to get in touch with us and share.

#1 - Use this direct email QR code.



#2 - Go to our webpage <https://476.cupe.ca> and choose the Anonymous Contact Form.

#3 - Call and leave a message 604-485-5441

October 25th - Pro-D for CUPE476 members within SD#47



Workplace Violence Prevention in K-12 Education | WorkSafeBC

K-12 schools are unique and complex workplaces, and both the number of claims and the injury rate related to workplace violence in K-12 schools rose steadily between 2015 and 2019.

Workers may interact with people who do not yet have the capacity to understand that their behaviour could cause physical and/or psychological injury to others. All workers, supervisors, and employers have a responsibility to help prevent workplace violence in schools.

→ We know that:

- Reporting violence will help prevent future workplace violence in schools
- Responding to an incident of workplace violence will help to prevent future incidents
- Re-evaluating prevention practices helps minimize the risk of workplace violence

To support schools in their efforts to prevent workplace violence, we have established a working group with our K-12 sector partners to develop and raise awareness of resources and tools tailored to school settings.

Access (BCPSEA OHS Resources & Tools) [violence prevention tools and resources](#) developed collaboratively by our K-12 sector partners.

Can be defined as:

a : intense, turbulent, or furious and often destructive action or force - the *violence* of the storm

b : vehement feeling or expression : **FERVOR**
also : an instance of such action or feeling

HOW CAN WE HONOUR OUR UNION FAMILY MEMBERS? – Understand Our Role In Protecting Them and Their Work

Our Bus Drivers are part of our Union Family, and their work needs to be protected. A few other jobs may have the need for a driver's license included, doesn't mean it's a requirement to take on professional transportation responsibilities. (in-fact there may be key steps you have missed)

Every effort should be made to **first have the Professional Bus Drivers fill their schedule** with these rider needs.

All transportation needs must first go through the Transportation Dept.

This is part of how we honour the work of others.

The District, operates a student transportation service for its resident students taking into consideration student educational needs, student safety, system efficiency, financial accountability, and provincial legislation.



Bringing attention to concerning matters is a fundamental part of caring about & for others.

If you see a “near miss”, someone slip or fall, drop something on themselves, get cut on a rough edge etc. – Email it in & cc the person(s) involved.

Not sure if someone will be blamed?
Worried about getting caught up? We all have a part to play in keeping ourselves, our colleagues, our students and school communities safe. It's not about blame! It is about problem solving and lending a hand.

BYSTANDER INTERVENTION

Should I say something?

What should I say?

What happens then?

Slow Cooker Apple Butter -

This sweet condiment can be used in so many ways, it is a must-have in your kitchen!

Prep Time 15 mins	Cook Time 10 hrs	Total Time 10 hrs 15 mins
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Ingredients

- 12 apples medium, 4 each of Granny Smith, Gala, and Honeycrisp, peeled, cored, cut into 1 inch cubes
- 3 teaspoons cinnamon
- 1/2 teaspoon nutmeg
- 1/4 teaspoon allspice
- 1/4 teaspoon cloves
- pinch kosher or sea salt
- 1/4 cup unrefined sweetener more or less to taste - recommended: sucanat or coconut palm sugar or honey

Instructions

1. Combine dry ingredients in a small bowl. Add apples to the slow-cooker, pour dry ingredients over and toss to coat. If using, pour in honey and stir. Cover, cook on low 8-10 hours until tender and brown. If you prefer chunky apple butter, leave as is. For a creamier, less chunky butter, whisk until smooth.

2. Allow to cool to room temperature, add to half-pint or pint jelly jars, leave about 1 inch headspace at the top to allow for expanding. Cover with lid and freeze or refrigerate. Will make 4 half-pint jars.

Notes

We like to mix the apples with tart Granny Smith & sweet apples like Gala & Honeycrisp. Other sweet apples Golden Delicious, Pink Lady, Red Delicious, Fuji, Ambrosia, and Spartan.

Nutrition

Serving: 2tablespoons | Calories: 35kcal |
 Carbohydrates: 9g | Sodium: 56mg | Fiber: 1g |
 Sugar: 7g |
 SmartPoints (Freestyle): 2
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SOMETHING ON THE LIGHTER SIDE



SECRETS TO EFFECTIVE OFFICE HUMOR

If you've never been funny before, don't try it at work

W	unWavering in our commitment
E	Every action and word matters
L	Learners' needs are key
C	Communicate with consideration and thoughtfulness
O	Our workspaces must be safe spaces
M	Mutual respect matters
E	Encouragement and kindness is at the heart of the work we do here.