

CUPE Local 703 Newsletter * PLEASE POST *



CUPE Local 703 acknowledges we are fortunate to be able to operate within the ancestral, traditional and unceded shared territories of the Katzie First Nation and the Kwantlen First Nation.

FROM THE PRESIDENT

Hello Sisters, Brothers and Friends, welcome back to what will no doubt be a very challenging and unique school year. Safety needs to be an ongoing priority at all sites. Please take the time to read the district safety plan, your site specific safety plan and familiarize yourself with them. Connect with your CUPE site safety committee worker representatives and make sure to bring all of your safety concerns to them. If you have a safety concern that does not get resolved, you will need to contact the district's acting Health and Safety manager and/or WorkSafeBC and your Union.

On behalf of your Executive, I would like to thank everyone who took the time on a Saturday morning to attend the Regular Membership Meeting. It was our first attempt at holding it via Zoom, and other than a few technical difficulties, it was well received. Our meetings will be conducted using Zoom for the foreseeable future.

Lastly, I would like to thank everyone who let their names stand for officer positions and committees. Congratulations and welcome aboard to all of those who were elected.

In solidarity,

Jason Franklin, President Local 703

REGULAR MEMBERSHIP MEETINGS - VIA ZOOM

October 17, 2020
November 14, 2020
December 12, 2020

9:00 am

Due to the COVID-19 Pandemic, monthly union meetings will be held via the Zoom platform until further notice. As per our by-laws, union meetings are the 2nd Saturday of each month (except July and August) and start at 9:00 am. To attend the monthly meetings please submit your personal email to thepresident@cupe703.com.

COVID—19 EXPOSURE AND THE RIGHT TO REFUSE UNSAFE WORK

If you feel that you have been exposed to COVID-19 while at work you should complete a form 6a, [Workers Report of Injury/Exposure to the Employer](http://www.worksafebc.com/en/resources/claims/forms/workers-report-of-injury-or-occupational-disease-to-employer-form-6a?lang=en).

If you have been told by Fraser Health that have to self isolate for 14 days because you have been exposed to COVID—19 while at work, you must complete a form 6, [Application for Compensation and Report of Injury or Occupational Disease](http://www.worksafebc.com/en/resources/claims/forms/application-for-compensation-and-report-of-injury-or-occupational-disease-form-6?lang=en). **Complete the form regardless if you are symptomatic or not.**

www.worksafebc.com/en/resources/claims/forms/application-for-compensation-and-report-of-injury-or-occupational-disease-form-6?lang=en

Workers should know and understand their workplace health and safety responsibilities — and those of others. If you're a worker, you also have three key rights: the right to know about hazards in the workplace; the right to participate in health and safety activities in the workplace; and the right to refuse unsafe work. Workers in B.C. have the right to refuse work if they believe it presents an undue hazard. An undue hazard is an "unwarranted, inappropriate, excessive, or disproportionate" hazard. For COVID-19, an "undue hazard" would be one where a worker's job role places them at increased risk of exposure and adequate controls are not in place to protect them from that exposure. In these circumstances, the worker would begin by reporting the undue hazard and their refusal to work to their supervisor for investigation, the supervisor must investigate and remedy the situation without delay and inform the worker of the results. If the worker is not satisfied with the remedy they can still refuse to work. The supervisor must then conduct an investigation with the worker and their site safety committee worker representative, the WSBC act specifies that these investigations must be carried out by Worker Representatives knowledgeable about the type of work involved. If the investigation does not resolve the matter you or your employer must contact WorkSafe BC. A prevention officer will then investigate and take steps to find a workable solution.

CUPE Local 703 Executive Officers

PRESIDENT:

Jason Franklin 604.467.9295 Union Office
thepresident@cupe703.com 604.506.0736 Cell

VICE PRESIDENT:

Susanne Bonny 604.315.2314 DBT
fairydeity@hotmail.com

TREASURER:

Tracey Dahlin 604.315.7519 THSS
hanna_10@msn.com

SECRETARY:

Gladys Hewson 604.202.0556 BME
secretary@cupe703.com

CHIEF SHOP STEWARD:

Christine MacVeigh 778.834.2086 WVSS
chiefsteward@cupe703.com

SERGEANT AT ARMS

Jack Daigle 778.836.4151 Maint

SHOP STEWARDS

Lindy Aust	604 621 2907	lindyaust@gmail.com
Dan Bertrand	604 653 6465	dbertrand724@gmail.com
Dianne Daigle	778-227-4477	d.williamson6969@icloud.com
Yvonne Desabrais	604-466-4057	spottedcatyd@gmail.com
Paul Evans	778 549 9320	paul.evans@paulevansphotography.com
Julie Fitzgerald	604 970 6007	juliefitz25@gmail.com
Ron Frier	778 347 7809	Karetaker7@gmail.com
Aj Kular	604 866 1379	kulashaker40@gmail.com
Robbi-Lynn Lamour	604 309 3809	robbilyn516@yahoo.com
Jacque Montgomery	604 329 2682	jacquemont@shaw.ca
Charlene Moore	604 780 0509	coelha75@gmail.com
Lisset Peckham	604 463 3564	lispeckham@shaw.ca
Kim Plumridge	604 345 3756	kimplumridge@outlook.com
Marianne Ulriksen	778-242-8210	m55ulriksen@gmail.com
Heather Upton-Brown	778 558 4005	hscbrown@gmail.com
Jamy Walker	604 832 5464	jamywalker@hotmail.com

TRUSTEES

Tara Byrne	3 Year Trustee
Eileen Klassen	2 Year Trustee
Anna Marer	1 year Trustee

GET THE LATEST NEWS FROM CUPE National

Sign up to get the latest from CUPE National directly to your inbox. To subscribe visit <https://cupe.ca/list-subscribe/>



Is there an article in the collective agreement that you would like explained in simple terms? Please submit the article number and title to thepresident@cupe703.com

Your Collective Agreement in Clear Language

Article 21.5: Service Improvement Allocations

Commencing in the 2020/21 school year, the Board and the Union mutually agree to apply the Service Improvement Allocation (SIA) funds, as identified in the Provincial Framework Agreement, for service enhancements that are beneficial to students. These enhancements include extending scheduled working hours for instructional support and clerical staff, providing training and skills enhancement opportunities, addressing existing chronic labour market challenges for Lunch Hour Supervisors, and compensating qualified Education Assistants for their specialized skills (e.g. sign language, deafblind intervention, total communication facilitation, etc.) utilized to support students.

PROTECTING MENTAL HEALTH

Workers in the workplace can be affected by the anxiety and uncertainty created by the COVID-19 outbreak. During this time of increased uncertainty and rapid change, it can be difficult to cope. Whether you are struggling with self-isolation, financial hardship, are working on the frontlines, or are simply feeling scared about the future, it's important to remember that mental health is just as important as physical health, and to take measures to support mental well-being. Below are some resources that can assist with maintaining mental health in the workplace during this time.

Canadian Mental Health Association - B.C. - Tips and information on how to reduce and manage anxiety in the workplace due to the COVID-19 outbreak. <https://cmha.bc.ca/covid-19/>

Canadian Mental Health Association - Mental Health Check-in - This free, anonymous self-assessment tool helps you understand how you are feeling and reflect on your mental, physical and social well-being. It helps cut through the wealth of information available online to find the resources most useful to you. <https://cmhabc.force.com/MentalHealthCheckIn/s/>

Province of B.C. - BounceBack™ provides free access to online, video and phone-based coaching and skills-building program. Seniors, adults and youth who are experiencing low mood, mild to moderate depression, anxiety, stress, or worry, can receive care. <https://bouncebackbc.ca/>

World Health Organization - *Doing What Matters in Times of Stress: An Illustrated Guide* is a stress management guide for coping with adversity. The guide aims to equip people with practical skills to help cope with stress. A few minutes each day are enough to practice the self-help techniques. The guide can be used alone or with the accompanying audio exercises. Informed by evidence and extensive field testing, the guide is for anyone who experiences stress, wherever they live and whatever their circumstances. https://www.who.int/publications/i/item/9789240003927?gclid=EAlaIqobChMI0OTzIMnw6wIVKj6tBh0TjQ6FEAYASAAEgLTkvD_Bw

MUNICIPAL PENSION PLAN REDESIGN—YOUR FEEDBACK IS REQUIRED

The plan partners (unions, government, UBCM) of the MPP have come to an Agreement In Principle on proposed negotiated changes to the pension plan. With the member consultation phase now underway, it is critical for CUPE members to explore how the changes would affect them by reviewing the **MPP Redesign website** (<https://www.mppredesign.ca/>) and to provide input via the online **MPP feedback form** (<https://www.mppredesign.ca/submit-a-question/>). All questions and feedback will go to CUPE and help guide us on future decisions. If approved, these changes would only come into effect as of January 1, 2022 and would only apply to service after that date.

For help navigating the website only, from September 14 to October 23, 2020 (8:30 am to 4:00 pm) call 1-877-251-0997.

If you have a question or comment, go to <https://www.mppredesign.ca/> and click on "submit a question" and that question will be directed to CUPE.



EVERY CHILD MATTERS

ORANGE SHIRT DAY—September 30, 2020

Every year on September 30th, we wear orange shirts to honour residential school survivors. Orange Shirt Day grew out of Phyllis Webstad's story of having her shiny new orange shirt taken away on her first day of school at residential school, told for the first time in May 2013. It has become an opportunity to keep the discussion on all aspects of residential schools happening annually. Orange Shirt Day is also an opportunity for First Nations, local governments and schools and communities to come together in the spirit of reconciliation and hope for generations of children to come. For more information visit

<https://www.orangeshirtday.org/>



Good of the Union

On August 24, 1955,
Maple Ridge School District No. 42 Employees Union No. 703 was
granted its Charter from the National Union of Public Employees.

HAPPY 65th BIRTHDAY CUPE LOCAL 703!!

CUPE Local 703 Office
#102-22661 Lougheed Hwy
Maple Ridge, B.C.
V2X 2V4
Telephone: 604-467-9295
Fax: 604-467-9072
Web: www.cupe703.com

