



As a CUPE member, you are part of the largest Union in Canada

CUPE BC represents more than 100,000 workers in more than 160 locals.

CUPE members work in hundreds of occupations that help keep communities strong. We work for municipalities, school boards, airlines, hospitals, nursing homes, libraries, colleges, universities, social service agencies, the ambulance service, public utilities, and other public institutions.

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CUPE 523 has two Community Social Services Units and three School District Units





Presidents Message

It is hard to believe that we are already coming into November. This fall seems to have gone fast and it feels like it will be going faster as the days go on. This year is going to be a busy one for all our units. Through this pandemic, the executive continues to do the work of the union and support our members while preparing for bargaining for all 5 units.

I encourage all our members to stay involved in your union, you are the union. Attend school board meetings, look at our website and bylaws about being a steward or sitting on a committee. Reach out to your unit chairs to see what help they may need, and to find your perfect fit.

The role as president is a large one. The question from members keep coming up about how much I work as president as well as the rest of the executive. The role as president is a full-time role and one that I am loving and learning daily. I enjoy navigating and finding ways to support our members while educating myself to affectively do this role.

As president of the local, I am a full time book off which equals the number of hours I work within the district. The motion reads as "That local 523 book off the president based on their regular hours (including temporary hours) and their hourly rate of pay." Depending on the position held with the Employer, whether it is a 10-month or 12-month position, the Employer also does not pay for the time, it is the union that pay for this book off. I wanted to share with the members, that the hours I hold as president is 5.92 hours a day (not including pro d days, Christmas, and March break as well as the summer months July and August). This role as president is between 8-13 hours a day, depending on the day. A book off really means that I am booked off from my regular job with the Employer to do the work of the Union. I am trying to find a balance within each day to continue to spend time with my supportive family, friends, our dog as well as doing things that I like doing, for example scrapbooking. I want to thank all of you for your patience and understanding with all the executive as we also navigate through these busy times with you.

Each of us executive members end up doing a lot of volunteer time to support each of our members. The Unit Chairs do typically take a Union Day once a week to get the job of the union done, however they do end up volunteering a lot of their time after work and on weekends. We get paid the same as you and we work the same hours as you, we are paying union dues just like you and I thank you for being mindful of the number of hours and dedication that each executive member puts into their roles. I want to thank the executive as they navigate through this busy time while trying to maintain balance in their life and rejuvenating themselves. Thank you again to our members for your patience and understanding through these times.

Lastly, to all the members who sit on a committee and who are shop stewards within your units. Thank you for volunteering your time on these committees. You play an important role within the union that doesn't go unnoticed. The executive is thankful for your willingness and dedication and are greatly appreciative. I would like to personally invite you to our next general meeting which will be held online over teams. Saturday November 6th from 10-12. If you are a new member, at this meeting you can get sworn in, which is a very important thing to do.

In Solidarity, Tammy Carter Local 523 President

www.523.cupe.ca



Occupational Health and Safety (OH&S)

There have been many things happening around health and safety in the local and units. If you have been going through some challenging times and need to talk to someone, there are options for you. Every member has access to help and I encourage you to reach out to your unit chair for this information.

Also, each worksite has a health and safety team to go to if you need to bring any health and safety concerns to or get some answers. These committees play an important role not only for the sites but for all our members.

If you are interested in health and safety, please reach out to your Unit Chair to get more information.

Did you know that each unit has elected local health and safety representatives who meet every 2/3 months and discuss health and safety issues in the workplaces within each site? Your unit is represented at these meetings. Thank you Team!!!

Vaccine Policies – With the COVID-19 vaccine mandate likely to come within the public education setting. The union continues to engage with the Government to ensure that any mandate is not implemented district by district instead guided as provincial approach and done equitably for all workers in public education. This is about keeping everyone safe. You, your family, your co-workers, and the students in what is a very unique, not to mention complex time for worker safety and the protection of public health.

While no mandate has been announced yet, by either the Public Health Office (PHO) or district employers, the union is being proactive and is engaging with the Government to ensure that policies or mandates that come are fair, equitable, and have due process that applies to all members. In preparation for possible K-12 system vaccine mandates, the Ministry of Education held the first meeting with The Advisory Committee on K-12 Sector Vaccine Policies. The Committee is comprised of one (1) member from numerous organizations, CUPE being one of them.

CUPE locals representing workers in the B.C. K-12 education system are ready to work with school districts and the provincial government to ensure any immunization plans are effective, efficient, and respect the rights of K-12 school workers.

An employer cannot force you to get vaccinated and only you can make the vaccine choice for yourself. However, the decision to not get vaccinated can have employment consequences as an employer can make workplace rules about vaccination and other protective health measures.

We don't know yet what a mandate could or will look like, or what the process will be for exemptions. Any mandate needs to be done equitably and consider possible accommodation process for those who have a bona fide exemption.

We are committed to ensure that any process applied to members includes clear exemption criteria (for example, those with medical exemptions) and how they will then be accommodated. We know this present uncertainty is difficult but cannot provide more information on what may be required to demonstrate a legitimate exemption until this potential mandate is in place.



Your Health Matters

Stress is a fact of daily life and is the result of both the good and bad things that happen. Too much stress can cause serious health concerns, but there are many ways of dealing with stress that can reduce your risk. The following links share Information, tools and strategies you can use when experiencing mental health issues at work..

- Workplace Strategies for Mental Health

<https://www.workplacestrategiesformentalhealth.com/resources/mental-health-at-work>

- Tips for staying connected during COVID-19

<https://wellnesstogether.ca/en-CA/tips-for-staying-connected-during-covid-19/>

- Your wellbeing shouldn't have to wait. With the right tools and practice, you can bounce back to reclaim your mental health. https://bouncebackbc.ca/#gf_3

Your Occupational Health & Safety Representatives are:

TPCS

Bob Crozier email: tpcs@cupe523.com

phone: 778-212-3777

Dave Mark email: damark61@gmail.com

phone: 250-253-8466

NOYFSS

Kathie Swift email: conexusconsultingservices@gmail.com

SD53

Heather Owens

email: howens227@gmail.com

phone: 250-498-2856

Sue MacRae

email: sue.macrae3@gmail.com

phone: 250-408-5717

SD67

Lorie Zachariuk

email: Loriecupe523@shaw.ca

phone: 778-476-4080

SD83

Kelly Stalker

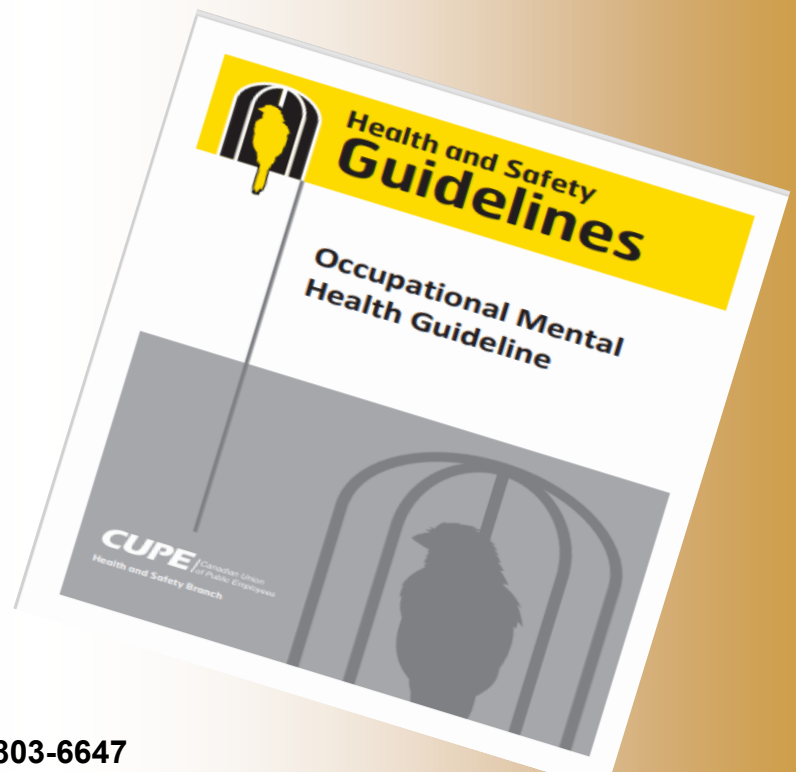
email: 1vp@cupe523.com

phone: 250-306-2136

Amanda Thiele

email: a_crawley@live.com - phone: (250) 803-6647

Please contact your local's Health & Safety Representative for a copy of this amazing resource.



Education

CUPE offers a wide variety of workshops and different ways for members to access union education. We offer weeklong, weekend, weeknight or noon-hour sessions. Other workshops may be offered in your region.

Please note workshops are not being offered face-to-face for the time being.

CUPE Union Education is now offering online education during the COVID-19 pandemic. Our online workshops are held on Zoom and are available to CUPE members from coast to coast to coast. Current topics include anti-racism, bargaining, stewarding and financial officer orientations, with more on the way.

HOW TO ATTEND CUPE EDUCATION

When a course is listed on the CUPE BC website, a member may attend by contacting the Unit Chair or Education Committee Representative by email or phone (contact information is available on the CUPE 523 website) and informing them of the name, date, and host local for the workshop.

Once you have completed and submitted the online education application located on our website at cupe523.com. The education committee will make a decision on your application and will contact you by email or phone if approved.

Only after your application has been approved by the Education Committee will you then be given instructions on how to proceed with registration, and book-off time.

*Your Education Committee is
Here to Help*

2VP – Chair – Lorie Zachariuk
2vp@cupe523.com
Phone: (Home Office) 778-476-4080

NOYFSS—Vacant

Turning Points - Traci Woodcock
Email: Shmommy@gmail.com
Phone: 250-938-2051

SD53 - Heather Owens
Email: howens227@gmail.com
Phone: 250-498-2856

SD67 - Tarie Rempel
Email: 67educates@gmail.com



Search CUPE BC workshops to find out more.
<https://cupe.ca/unioneducation>

Check in regularly to see what's new
[!https://cupe.ca/mrm-union-education/events](https://cupe.ca/mrm-union-education/events)

Unit Chair Messages

Turning Points Collaborative Society (TPCS)

New and exciting happenings

Bargaining Survey- check out your site Union board, contact a Steward or Unit Chair as your thoughts and opinions are very important as we move towards negotiation of our next contract. Make sure we- The Union have your home email and contact information

Let us make every voice count.

Upcoming General Meeting in Vernon via online platform November 06. Make sure the Union has yours and your co-workers home emails so you can participate. If you are working and have something that you would like to bring forward please advise me as your Unit Chair.

As we, TPCS, continues to grow the Union and the Employer are continuing to work together collaboratively to ensure members have all the information needed to access all possible opportunities. Check out One Drive

Did you know that our online agreement has an easy search function that can help you to research and answer your questions? Also, there are Stewards and the Unit chair available to assist. The Union is only as strong as its members. Get to know your contract.

It is not uncommon for your Steward or Rep to request your scenario in writing, after an initial discussion. We need this information so we can go forward confidently with your concern to assist to find a resolve.

In Solidarity,

Roxanne Rounds

Unit Chair

tpcs@cupe523.com

SD #83

I would like to thank all C.U.P.E. members for their hard work during the first few months of the new school year. I would like to take this opportunity to thank Jean Frolek for her work on the wellness, good and Welfare, and communication committees. I would also like to thank Jennifer Harper for her tireless efforts on the District OH&S committee. We are still looking for interested members to serve on the Communication and Wellness Committees.

I would like to congratulate our new and returning shop stewards, Sherry Mounce, Richard Scott, Eric Martello, and Charmaine Mckean, and our two new stewards Cheri Calvert and Lynn Bischke.

The new committee members are OH&S Kelly Stalker and Amanda Thiele, Good and Welfare Jennifer Harper, Education and Entertainment Committee Rena Dalton, and the Environmental Ad. Hoc. Working Group Chelie Elsom thank you all for steeping forward. Contact information will be posted soon on CUPE boards in all locations.

If you have any questions or concern please feel free to reach out to myself or any shop steward or committee member.

In Solidarity,

James L. Fox

Unit Chair 83 unit83@cupe523.com (250) 550 – 6067

SD #67

Hello SD67 CUPE Members.

We're back in the full swing of things, and I hope that everyone has had a great start to the school year. I believe that things are almost all settled as far as postings and people shifting jobs. It's been a busy year that way (apparently the busiest HR has seen in a long time) but I believe it's almost done.

CUPE had high hopes that we would have a Welcome Back gathering at Loco Landing in September, but due to covid restrictions this get together had to be postponed. Hopefully, another opportunity will arise in the late winter or Spring.

Unit Chair Messages

I hear very often from members who have concerns about what is going on for them in their workplaces. Sometimes I can help to elicit change, and sometimes I cannot. Each person's situation is unique and has to be looked at on an individual basis. Please do not ever hesitate to contact me if there is something in your workplace that is not going as expected.

I also want to remind everyone that we have a full slate of shop stewards here to help you out! Molly, Pat, Roberta, Rylan, and Alexis. Everyone's number can be found on the contact sheets on your workplace bulletin board, or, even more conveniently, on the Cupe 523 website.

You probably all know that we are now in a bargaining year! Please contact someone on the executive if you have something you think we should be considering. Sending one of us an email is your best bet so we have things in writing.

A reminder that we have a general meeting approaching on November 6th. This meeting will be via Teams and the link will be sent out closer to the date so please watch your email.

Reach me anytime
at unit67@cupe523.com or 250-488-6968.

Terri Phillips

Unit Chair SD67

SD #53

I would like to introduce myself; I am Charlene Turnbull SD53 Unit Chair. I am an EA at Osoyoos Sec. And have been involved in the Union for the past 6 years. I have had a busy start to the school year, with the PHO orders changed again and we were all hoping to be back to normal, but unfortunately that was not the case. With anxiety and unease to the start of the school year, I want to assure you I am working hard with the District on what is best for our members. We are short staffed, in all departments, so I have been working with the District on how we can recruit new employees.

This year is a bargaining year the Collective Agreement ends June 2022, and the Bargaining Team has started to prepare for it!!! Please watch out for meetings and surveys that will be happening soon your input is important. Our next Unit Meeting will be Dec 4, 9:00am on TEAMS Platform, if you are unfamiliar on how to use TEAMS, please reach out to myself or one of our stewards. This meeting will include EI rebates

I want to thank all my stewards and committee reps for all their hard work! If you are unfamiliar with who they are you can look on our website for all contact information. <https://523.cupe.ca/>

We also were hoping that we could host our Christmas/Retirement Party this year, but the PHO mandates are still in effect, so we will postpone once again, but the committee will work hard on planning something when it is safe. This year will be hosting a Family Day Fun Day this spring so please watch for more information on that!

If you are also thinking about joining my team, I am still looking for a few more stewards, please contact me, if you are interested in joining the team!!

Thanks for all your challenging work, and please reach out to me if you have any questions or concerns!

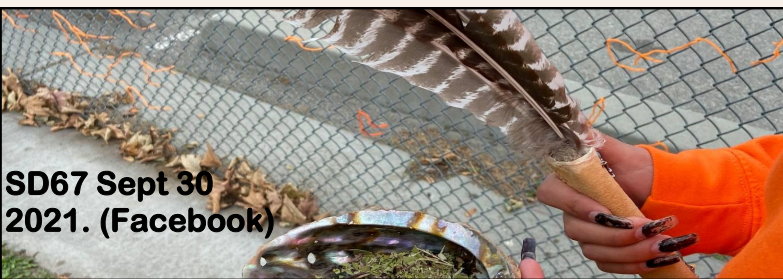
Yours Truly Charlene Turnbull



NATIONAL DAY FOR TRUTH AND RECONCILIATION

September 30 Truth & Reconciliation Day

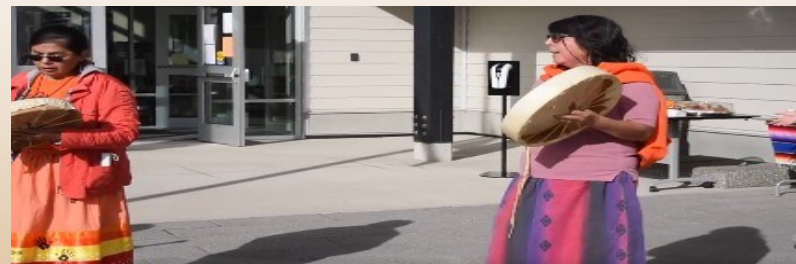
September 30, 2021 marked the first National Day for Truth and Reconciliation, recognized by the Federal and some provincial and territorial governments as a new statutory holiday. This day has also historically been recognized and commemorated across the country as Orange Shirt Day, a day to remember and honor all the Indigenous children taken from their families and communities and



SD67 Sept 30 2021. (Facebook)



SD #53 Sept 30 2021.



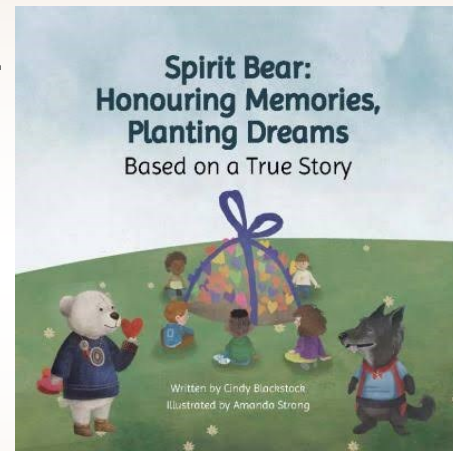
SD83 A ceremony in recognition of the National Day of Truth and Reconciliation was held at the District Education Support Centre Sept 30 2021. (Facebook)

Turning Points Orange Shirt Day Sept 30 2021. (Facebook)



To mark this first observance of Truth and Reconciliation Day, CUPE BC

made two donations of \$5,000 each to the First Nations Child and Family Caring Society and the Orange Shirt Society to assist with the essential work these organizations are doing to support survivors and to shine more light on the incredible damage done to generations of Indigenous people. CUPE BC will also purchase 200 copies of "Spirit Bear: Honoring Memories, Planting Dreams" by Cindy Blackstock, and will be sending a copy to every CUPE Local in the province. The book is a resource for learning about topics of reconciliation. Reconciliation means something different to everyone, so do your own learning and begin the journey in solidarity with Indigenous people.



NOYFSS

Orange shirt day! It's a shame we can't share our beautiful smiles, but we can share our awareness in honor of residential school survivors. Sept 30 2021. (Facebook)



North Okanagan Youth and Family Services Society is the leading community social agency that as-

NOYFSS was founded in 1974 by a group of concerned citizens and leaders from health, education, business and government. NOYFSS was founded to meet the needs of the children, youth and families in the North Okanagan. The first service operated by NOYFSS was Mara House, which opened its doors in 1974. Mara House added an Intensive Support Program to assist foster parents and developed into Residential Services. In response to community needs, Community Based Services evolved to assist children, youth and families with a variety of programs. Residential Services and Community Based Services continue to evolve to reflect the ongoing commitment of NOYFSS to the needs of the people of the North Okanagan.

Funding

NOYFSS primarily receives funding from the following agencies:

The Ministry of Children and Family Development (MCFD)

School District #22

Community donations

Gaming

Organizational Memberships

NOYFSS is a member of:

The Federation of Child and Family Services of BC

Community Social Services Employers Association (CSSEA)

Social Planning Council

Chamber of Commerce

***NOYFSS Unit Chair:
Samantha Symons
noyfss@cupe523.com
250-306-9722***

Communication Matters

Make sure that you stay informed of important information, events, Unit and General Meetings that are happening in our Local.

Ways to Stay in the Know:

Sign-up to be on our email list. Do this on our website. CUPE523.com

Email Updates from your Unit Chair and your Executive (so make sure that we have your email address!) No work emails please. CUPE only uses personal emails.

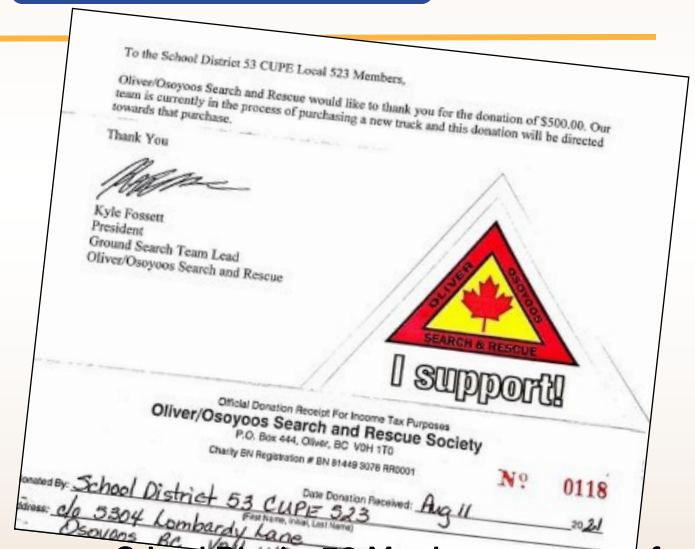
Our **Website** has all of our Local Information. CUPE523.com

Check your site **Bulletin Board**



Honorable Mentions

When Anita Pieper, a beloved Certified Education Assistant (CEA) suddenly passed away in October 2018, her family wanted to honour her memory in a special way. "Anita left an incredible legacy which includes her warm smile, her kind heart, her inclusive nature, and the importance she placed on friendship," comments Jennifer Findlay, District Principal for School District No. 83 North Okanagan-Shuswap.. (Facebook)



School District 53 Members, way to go for your donation to Oliver/Osoyoos Search and Rescue your E I funds help out many!!

We love to donate and support to important causes!!

Thanks for all you do!!

(Facebook)



Bargaining Update

We are in a bargaining year for all 5 of our units, TPCS, NOYFSS, SD83,SD67,SD53. We have our bargaining committees set up for all 5 units as well and we have been busy preparing. The bargaining committee will be meeting often throughout this year and collaborating with all our members as we work through this process. Please ensure the union has your personal contact information (You can update on cupe523 website.) The unit chairs will begin talking about bargaining at Unit Meetings. They will give you any updates that they have as we move through this process.



What can you do during bargaining? Continue looking at your Collective Agreements, bring your ideas of things you want or things you want changed to your unit chair to bring up through the bargaining meetings. When your unit chair has a meeting, show up to these meetings and give your input.

Social Sector Bargaining – There is a survey out and we are encouraging all TPCS and NOY-FSS members to fill out the survey. <https://survey-sondage.cupe.ca/index.php/688254> Bob Crozier from TPCS sits on the Provincial Bargaining for Social Sector. Please fill out the survey and email your unit chairs.

K-12 Bargaining – Tammy Carter sits on the K-12 Provincial Bargaining this year representing the Okanagan with Gray Boisvert from Vernon. All members from the K-12 Sector are encouraged to look through the Collective Agreement and bring ideas forward to their unit

Getting Involved

If you are thinking about getting involved within the union, please reach out to your unit chairs as there is always something they need assistance with. From becoming a shop steward, sitting on a committee or being a communication person at your worksite. There are many things that you can do if you want to. Being involved in the Union is a rewarding one that I encourage all those who are interested to do. A union is only as strong as its members!!!

www.523.cupe.ca



Executive List

President: email: president@cupe523.com
 Tammy Carter phone: 250-462-3343

1st Vice President: email: 1vp@cupe523.com
 Kelly Stalker phone: 250-306-2136

2nd Vice President: email: 2vp@cupe523.com
 Lorie Zachariuk Home Office: 778-476-4080

3rd Vice President: email: 3vp@cupe523.com
 Karsten Bellows phone: 250-558-8187

Secretary Treasurer: email: sec_treasurer@cupe523.com
 Kyle Clark phone: 236-836-0454

Recording Secretary: email: rec_secretary@cupe523.com
 Erica McDowell phone: 250-462-8590

National Reps:

Rachel Champagne & Tammie Koroluk

Contacts

Unit Chairs

TPCS:
 Roxanne Round email: tpcs@cupe523.com
 phone: 250-540-0145

NOYFSS:
 Samantha Symons email: noyfss@cupe523.com
 phone: 250-306-9722

SD53:
 Charlene Turnbull email: unit53@cupe523.com
 phone: 250-485-7302

SD 67:
 Terri Phillips email: unit67@cupe523.com
 phone: 250-488-6968

SD83:
 James Fox email: unit83@cupe523.com
 phone: 250-550-6067

Upcoming General Meetings

All members are encouraged to attend!

November 6th	Microsoft Teams (10:00 am)	Vernon
February 5th	TBD—Microsoft Teams OR In Person (10:00 am)	Oliver

If you have any ideas or additions for the next issue please contact a member of the communication committee.

Local Bylaws, Section 4,d:
 Out of town mileage for use of a personal vehicle to attend General or Special meetings shall be allowed on a capacity/occupancy ratio of 1/d (1 person in vehicle = 1/3, 2 persons in vehicle = 2/3, 3 or more people in vehicle = 3/3) of the mileage rate as is applicable under the CUPE BC Expense Policy.

Local 523 Union Office

Mailing Address:

#1— 416 Westminster Ave., Penticton, BC

www.523.cupe.ca

