



# Executive Report – President

## September 2023

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Welcome to Fall Everyone,

I hope you are all adjusting to the Fall weather change and the busy schedules that seem to have started for all of us.

Over the summer, I have met with a few Employers, worked on grievances, had meet and greets with members and worked on the day-to-day President tasks that needed to be done. It has been a busier summer with the fires and processing what that will be like for our members who have been affected, whether it is a loss of their home, or on evacuations. I would like to personally reach out to all the members who have been affected by the wildfires over the summer, my heart goes out to you all and I would like to remind you that if you have been affected by the wildfires, please reach out to myself or another executive member. CUPE BC, Community Savings Credit Union and United Way have some financial support that may be available to our members. Please reach out to myself if you have been affected by the wildfires. There is an application process that needs to be filled out by the member and President.

Along with the business of the Union over the summer, I was able to take a couple of weeks' vacation and spend some much-needed time with my family. We were able to go camping, travel to Nelson (beautiful place to visit), and have some time to scrapbook some special memories. I cherish these times I have with my family as the Union keeps me very busy.

A few reminders to all members:

### **Work Emails**

Please do not use work emails while communicating with the Union. We are seeing this more frequently across the local and you could get into trouble from the Employer. Please use your personal email address.

### **Cell Phones**

We are getting feedback that cell phones continue to be used while at work. Some are going on their cell phones while at work and you could get into trouble for doing this. Just a friendly reminder not to abuse the cell phone policies that workplaces have.

## **Pay Stubs/Leaves/Pensions**

A reminder that when your pay stub comes in, you need to be looking at them. Making sure that the hours are correct is important. Sometimes it is months that go by before it is brought to our attention and then it is a lot harder to deal with it with the Employer. Please look at these regularly. If you see a discrepancy with your pay, leaves, pension, sick leaves ect. Please reach out to your Unit Chair or Shop Steward right away. They can assist you if you need it.

## **Social Media**

A reminder that social media is not to be used to bad mouth the Employer, make comments about the Employer either as you could get into trouble. Also, accepting and communicating with participants/clients/students over social media could lead to meetings with the Employer. Please watch what you post and who you're communicating with over social media.

## **Collective Agreements**

The Collective Agreements are not done yet. I have been told that they are close, and some are in the final drafts and getting ready to be signed and corrected. As soon as these are done, we will provide the link to all members as well as post onto our website while we get some books printed.

## **Bylaws**

The Bylaws that were voted on in the Spring, are not back from National at this time. Once this is back to the Executive, we will send a message to all members as well as post them onto the website.

## **Health and Safety**

There seems to be a growing concern in this area for a lot of our units. Please reach out to your units' health and safety person and unit chair with any concerns. A reminder that there is a WorkSafe procedure for unsafe work. Your Shop Stewards, Health and Safety person as well as your Unit Chair can assist you in this process. Please do not leave work because of an incident or feeling unsafe. They can assist you in working through this process, so you do not get into trouble for just leaving work.

## **New Members**

Welcome to all our new members. I hope you are adjusting well in your new roles that you're in. A reminder to go check out our local 523 website to find useful information there as well as you can sign up for emails and text messages to get the information from the Union. [CUPE 523 – Representing school and social service workers in the Okanagan](#)

## **Vacancies within each Unit**

There are some vacancies within each unit. Please check out the website and contact lists to find out what these are. You can also reach out to your Unit Chair to see what vacancies for committees there are and how to get involved. I know that each unit appreciates the assistance in getting things done for all members. We really appreciate all the help. [CUPE 523 – Representing school and social service workers in the Okanagan](#)

## **Unit Meetings**

There will be unit meetings happening within each unit, please watch your emails for further information on when these meetings will happen. Also make sure you sign up for emails on our website if you are not getting information.

I hope you all have a wonderful and safe Fall and thank you for all you do. I have posted some helpful links below for you all to look at and keep handy.

## **Some Links for your information**

### **Social Sector**

CSSEA – Community Social Services Employers' Association of BC

[Welcome to CSSEA](#)

### **K-12**

BCPSEA- British Columbia Public School Employers' Association

[BCPSEA | BC Public School Employers' Association](#)

### **Links for everyone**

#### **Local 523 website**

CUPE 523-representing school and social service workers in the Okanagan.

[CUPE 523 – Representing school and social service workers in the Okanagan](#)

#### **Work Safe Website**

[WorkSafeBC](#)

CCOHS - Canadian Centre for Occupational Health and Safety

[CCOHS: Terms and Conditions](#)

**BC Labour Code**

[Labour Relations Code \(gov.bc.ca\)](#)

**CUPE BC**

[Home \(cupe.bc.ca\)](#)

**CUPE National**

[Canadian Union of Public Employees \(cupe.ca\)](#)

In Solidarity,

**Tammy Carter**

**President**

**CUPE Local 523**