

## FAQ's

### Right to Refuse OH&S

If the task is too hazardous, you can say no. The right to refuse means that you can say no to work that you believe to be unusually dangerous to yourself or to others because it is not normal for the job you are performing. However, for EAs, behaviours that are included in the intensive support plan and you have sufficient training and/or equipment would not be a sufficient for refusal of work. This right is protected under the Saskatchewan Employment Act. The right to refuse should only be used when the first two rights have failed to protect your health and safety in the workplace. (Right to Know – if you don't have the training you can speak up & Right to Participate – if you see something unsafe, you can help to make it right.)

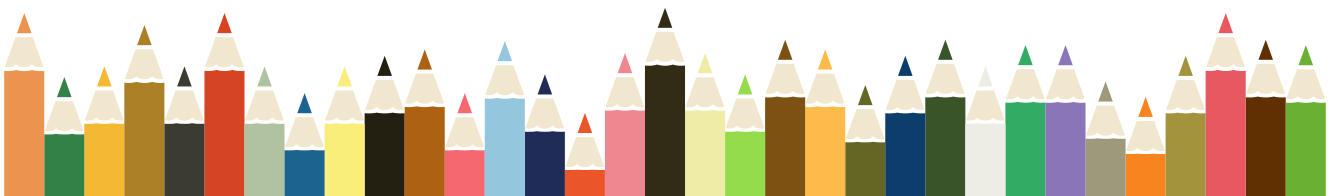
While **the right to refuse is serious and should not be taken lightly or used casually**, you should not be afraid to speak up when you believe your work is unusually dangerous. If you or the people around you are at risk, you can say no. You cannot be disciplined or fired for using your right to refuse.

## A Message From Our President

### Presidents Message

Hello CUPE 8443,

Welcome to the latest instalment of the newsletter. Thank you to our communications team for their hard work on getting this out to the members to let you know what your Local Union is doing. They are working hard to keep our members informed in a variety of ways including our most recent event Coffee with CUPE. Approximately 30 members came to Aden Bowman on November 9th to meet in classification alike groups to speak about successes, challenges and just to compare notes on what is going on in different locations around the city. We heard a lot of challenges and will be taking these to the Labour Management meeting to try to resolve some of the issues members are facing. (con't)



## **Presidents Message Continued**

Not all fixes are quick, but the executive will continue to work hard to find solutions.

We recently voted on our new Collective Agreement. We had 1125 eligible voters and 61% voted to ratify the agreement. This agreement became in effect immediately and will be applicable until August 31, 2025. Retro pay was paid to all eligible employees in the October pay period. Due to the wage increases for our permanent members, our substitute members will also see an increase in their rate of pay moving forward as well.

The Board is in the process of making the agreed to changes to the Collective Agreement, the Union will verify the changes, then the document will be printed and sent to all locations. (con't)

## **FAQ's**

### **Being Relocated**

The Board can assign EA2's and Caretakers without needing to post the positions as they reserve the right to do so under Article 15:05 in the Collective Agreement. Job locations assignments for EA2's and Caretakers are made by the board. When possible, the Board will try to provide at least one weeks' notice of the effective date of the new job location, however divisional operations and the needs of the students will be the determining factors in the relocation of employees. Jordans Principle EA's fall under this category as well. Only difference is where the funding comes from.

## **Formation of OH&S Site Committees**

Did you know that there are two different unions and the STA/STF that work for the Saskatoon Public School Division? This is one of the many reasons for the changes in our OH&S site committees. The employer is permitted to appoint their representative, but the employee co-chair is required to be elected by the OH&S worker committee members from all working groups. Therefore, the Building Operators are not required to fulfill that role, unless there is no interest from other employees. Once the election for co-chair has been completed, these two co-chairpersons are expected to work together and alternate the lead of the committee meetings. It is strongly recommended that each union or association should have an employee member on the committee if they have a working group in your location. In addition, a variety of disciplines should also be representatives as they can identify different types of safety concerns for different working groups. Of course, all committees are limited to 12 people with at least two, not more than 50%, of those members representing the employer. Members of OH&S Committees collaborate to identify issues and solutions to provide a safe and protected environment for all to work in. Democracy at work. The importance of an effective OH&S program should not be underestimated. It allows the workplace to systematically eliminate the possibility of accidents, illness, injury, or fatality caused by workplace hazards. If you feel unqualified, don't worry, as the employer is required to provide the necessary paid time for training.

If you are interested in getting involved, training opportunities or more information, please contact your OH&S union representative. For local members of CUPE 8443 please contact me at [Ohschair@CUPE8443.com](mailto:Ohschair@CUPE8443.com)

Have a safe and productive day,

**Colin Claxton – OH & S Chair**

## FAQ's

### Compensation Procedures for Personal Items Damaged by a Student

The division does not usually cover lost or stolen personal items, however there are some exceptions. It is covered under AP519, please read the AP, speak with your supervisor or principal, and the possibility of making a claim.

#### AP 519 – PERSONAL BELONGINGS BACKGROUND

The Division typically does not reimburse for lost or stolen personal belongings.

#### PROCEDURES

1. The principal shall inform staff, students, and parents of the Division's non-liability for personal belongings.
2. Report exceptional loss or damage through the Principal to the Chief Financial Officer for consideration and record.

## Presidents Message Continued

The current bargaining committee will finish their work and then in the near future a new committee will be elected to start preparing for the next round!

The Social Committee is working hard on upcoming events such as the Holiday event in December and the Long Service Banquet in March. These are just small events to recognize the membership for the hard work our members do every day as they head to work. If there is an event you would like to suggest for future consideration, please contact the chairperson, Chris Chalmers.

We have a newly formed Diversity committee who will be helping to raise awareness of different cultures, different abilities and different identities that comprise our membership. They will keep us informed on our MailChimp emails system, [Facebook](#) and [Instagram](#) for events or activities important to any or all of these groups. I personally am looking forward to learning and broadening my knowledge in this area! (con't)



On October 23 the committee met to discuss roles of social committee and basic events we run each year. As we have new members, welcome to Cayla and Jayda, I felt it was important to go over details with them. I also polled the group to see what events they would like to see in the future, and we came up with some interesting new ideas.

We have booked our Holiday Fun Night formally known as the Children's Christmas party. We will be hosting our event at the Nutrient Wonderhub on December 16th from 5:00 until 9:00. This event is split up into two time slots, so we are not overcrowding. We will be drawing 175 people per time slot. We have booked some fun entertainment for the night and all children under 12, will be receiving a Christmas present. We are looking forward to this new adventure.

Mark your calendars! We have booked the Western Development Museum again for the Long Service and Retirement banquet for March 9<sup>th</sup>.

If there is something you would like to be brought forward or an idea for an evening you would like us to plan, please e-mail [socialchair@8443.com](mailto:socialchair@8443.com)

Chris Chalmers

**Social Committee Chair**

## **Presidents Message Continued**

We continue to have our monthly meetings alternating between a weeknight and a weekend. We try to have a good time while conducting the business of the Union. There are reports from the executive and motions on how to spend the money of the local. We elect members to attend schools, conferences, and conventions at these meetings.

If you have not attended a meeting or it has been a while, I encourage you to join us either in person or online as they are all live streamed on Zoom.

We are hoping to do school visits once again this spring, when we have more information, we will share it with you! looking forward to seeing you soon.

Dene Nicholson  
**President CUPE 8443**

Annually on December 3rd the International Day of Persons with Disabilities (IDPD) is recognized. This day is about promoting the rights and well-being of persons with disabilities at every level of society and development, and to raise awareness of the situation of persons with disabilities in all aspects of political, social, economic, and cultural life. Please click the link below for access to the “Disability Rights at Work Handbook” provided by the [Canadian Labour Congress](#)

Cayla Robinson Eckes (she/they)  
**Diversity Chair**

## **FAQ's**

In the event a meeting with a supervisor results in disciplinary action

If an employee is having a meeting that may result in disciplinary action, the supervisor should notify the employee they have the right to have a Union Steward present. Contact the Chief Steward and they will assign a Steward to you. The Steward will take notes and assist the employee on the next steps to take. If the supervisor does not inform the employee the meeting involves disciplinary action, they have the right to stop the meeting and request a Union Steward. If the meeting results in discipline and a Steward was not present, contact the Chief Steward via email to discuss the situation.