

# K-12 Awareness Campaign

Sector Conference Presentation

Cory Thomas, CUPE National Representative





























## K-12 Bargaining Survey is available now

### CUPE K-12 members:

To prepare for bargaining, we need your input to identify your priorities at the provincial and local bargaining tables. We need you to complete the K-12 bargaining survey. The survey is available both online and in paper format.

Your local will be sending you a link to the survey. Please contact your local if you need a paper copy. Complete either the digital or the paper survey, not both. **Only one survey is permitted per member.**

Survey questions were based on concerns and issues identified by K-12 locals along with research findings from previous surveys.

All individual responses will be kept strictly **CONFIDENTIAL** and **WILL NOT be shared** with the employer or any other union members.

All questions in this survey are optional but we encourage members to respond to all questions so that we can better understand your needs.

**Please note that the survey must be filled out on your own time, not during work time.**

The survey requests CUPE local numbers and school district numbers so that we can look at district by district responses and identify regional concerns.

**Please contact your local and provide your non-employer email address for updates during bargaining.**



At the end of the survey you can let us know if we've missed a bargaining issue or concern that is important to you.

If you have any questions while completing the survey, please contact your local union office.

**The survey must be completed no later than Monday, April 16.**

**If you are filling in a paper survey, please return it to your local before Monday, April 16.**

**Thank you! Your participation is valued and much appreciated.**

## K-12 Provincial Bargaining Survey

Dear CUPE K-12 Member:

Our Collective Agreement expires on June 30th, 2019. In preparation for this, the bargaining committee needs your input and support. At the bargaining table CUPE will be seeking a collective agreement that addresses the priorities of our members at the provincial and local bargaining tables. In order to help us do this, we are asking members to please fill out this survey. It will take approximately 15 – 20 minutes of your time.

All individual responses will be kept **CONFIDENTIAL** and **WILL NOT be shared** with the employer or any other union members.

Only one response is permitted per member.

**Please note that this survey must be filled out on your own time, not during work time.**

All questions in this survey are optional, and responses are confidential. We encourage members to respond to all questions to enable us to support members' needs. Some survey questions are included so that we can gain a better understanding of the demographics of our membership, their needs, and be able to respond to human rights obligations.

This survey requests CUPE local numbers and school district numbers so that we can compile results district by district and identify regional concerns. It is very important that we have this information so that we can be responsive to our members' needs and provide each local with their members' survey results.

Survey questions were based on concerns and issues identified by K-12 locals along with research findings from previous surveys.

There is an opportunity at the end of the survey to let us know if we've missed a bargaining issue or concern that is important to you.

If you have any questions while completing the survey, please contact your local union office.

**This survey must be returned to your local union office no later than 9 a.m. on Monday, April 16.**

**Thank you! Your participation is valued and much appreciated.**



**Please contact your local and provide your non-employer email address for updates during bargaining.**



# Schools are a mess



Home

Our voices

News

Contact us



Welcome to our web site that talks about the mess B.C.'s schools are in. After almost sixteen years of chronic and unrelenting underfunding by the provincial government, public education is in a sorry state. The lack of support for public education has led to layoffs for many CUPE members with corresponding services lost to students. Custodians are among the groups hardest hit by chronic underfunding of public education by the BC Liberals.

Chronic underfunding has forced some districts to cut daytime custodian positions, leaving no custodian to clean up accidents, vomit or other messes until after the school day. Increased and unrealistic workloads cause injuries. Staff have been cut in most districts.

Custodians are not willing to compromise the health of the students they support by lowering their standards.



Shannon Manseau, a CUPE 409 member, is the only day custodian at New Westminster Secondary School, which has over 2,000 students and is one of the largest schools in British Columbia, covering two city blocks.



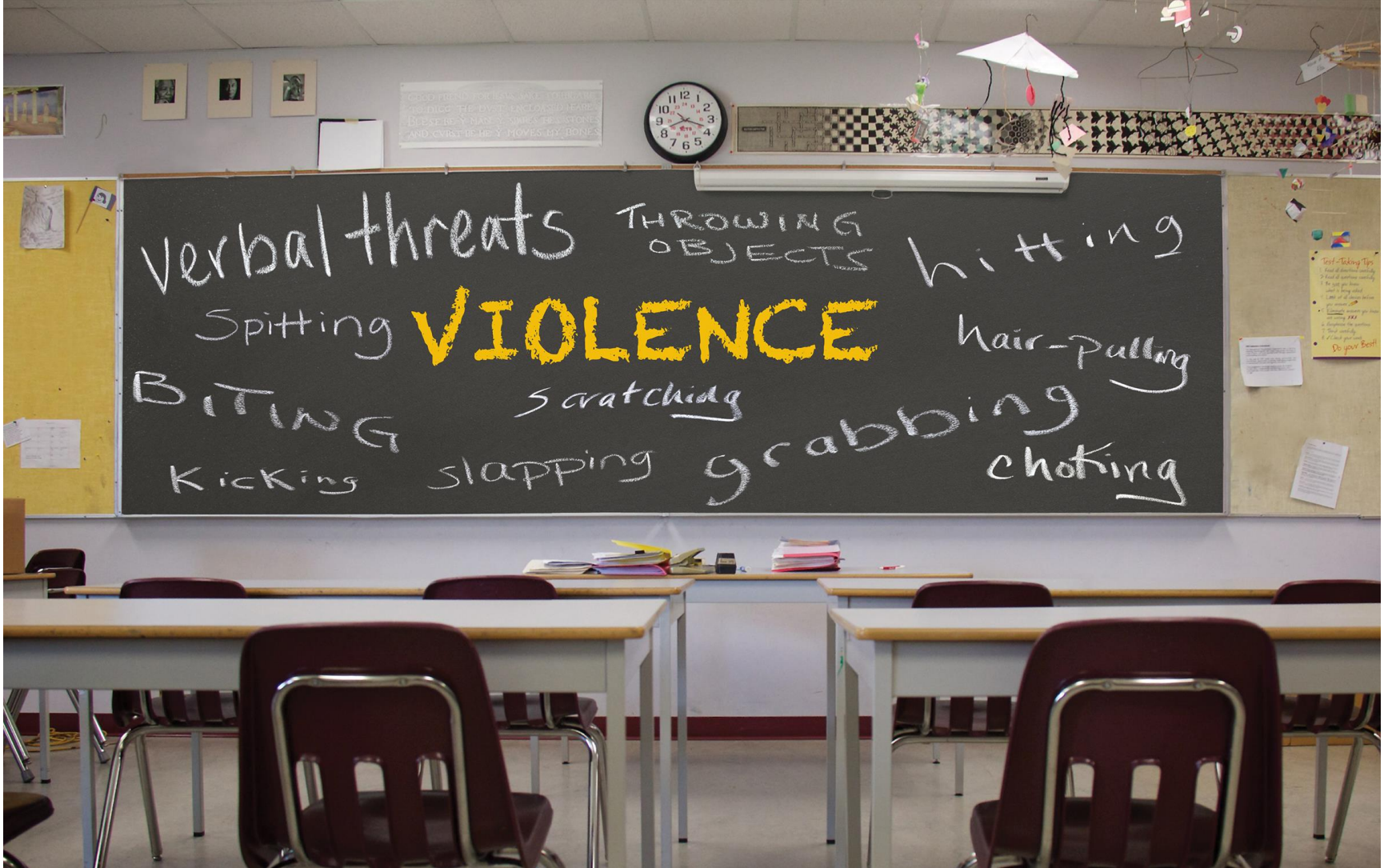
Is your school in a mess?

Call 1-844-888-MESS and tell us all about it.

**CUPE·SCFP**







# SHOW-TIME



**CUPE·SCFP**







## RIGHTS OF ALL WORKERS

SOURCE: Ministry of Education web site

### 1. The Right to Know

Workers have the **Right to Know** about any potential hazards in the workplace and the right to training and information on working conditions, processes and hazardous substances.

### 2. The Right to Participate

Workers have the **Right to Participate** in the process of identifying and resolving workplace health and safety concerns.

### 3. The Right to Refuse Unsafe Work

Workers have the **Right to Refuse** work they believe is dangerous to their own health and safety or to other workers. (*Workers Compensation Act Section 3.12 -3.13 Procedure for refusal.*)

### 4. The Right to No Discrimination

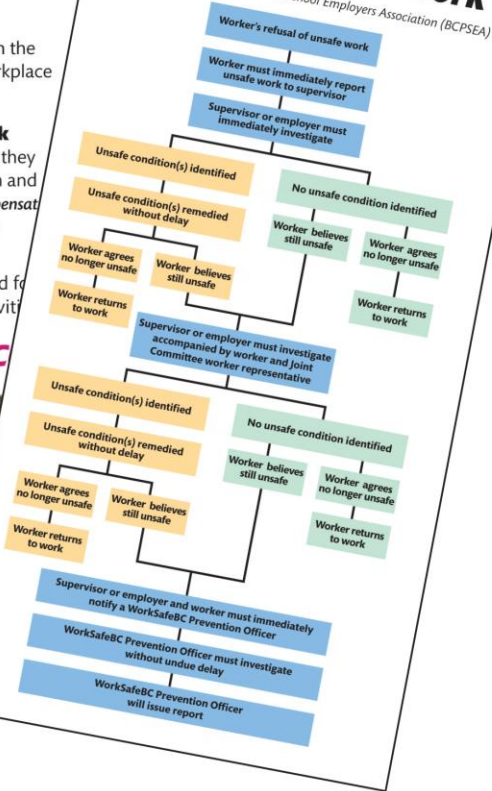
A worker cannot be fired or disciplined for participating in Health and Safety activities.

Cover: © WorkSafeBC (Workers' Compensation Board), used with permission.  
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## Refusal of Unsafe Work

SOURCE: British Columbia Public School Employers Association (BCPSEA)



## TOUS LES TRAVAILLEURS ONT CES DROITS

SOURCE : Site Web du ministère de l'Éducation de la C.-B.

### 1. Le droit de savoir

Les travailleurs ont le droit de savoir quels dangers existent dans leur milieu de travail et de recevoir de la formation et des informations sur les conditions de travail, les processus et les substances dangereuses.

### 2. Le droit de participer

Les travailleurs ont le droit de participer à l'identification et à la résolution des problèmes de santé et de sécurité au travail.

### 3. Le droit de refuser un travail dangereux

Les travailleurs ont le droit de refuser un travail qu'ils jugent dangereux pour leur santé et leur sécurité ou celles de leurs collègues. (*Workers Compensation Act, articles 3.12 -3.13 Procédure de refus.*)

### 4. Le droit à ne pas subir de discrimination

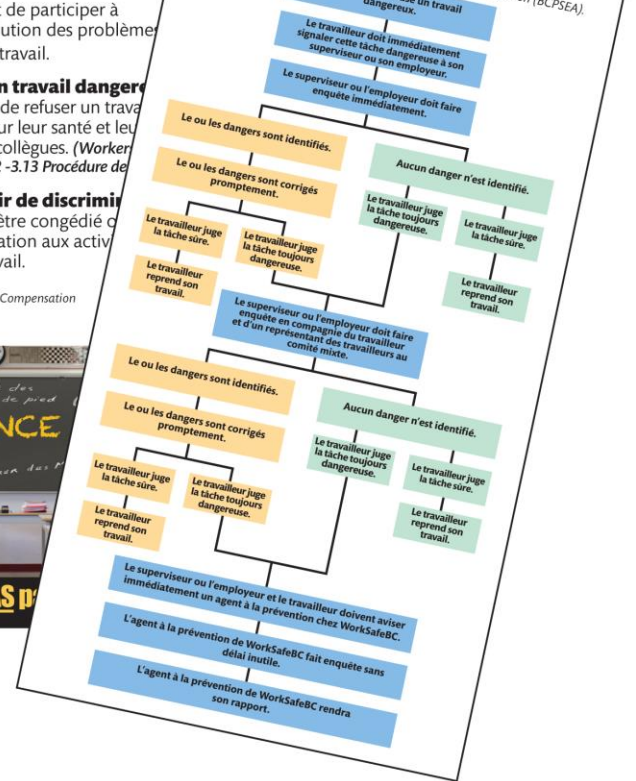
Le travailleur ne peut pas être congédié ou discipliné pour sa participation aux activités de santé et de sécurité au travail.

Couverture : © WorkSafeBC (Workers' Compensation Board), utilisation autorisée.  
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## Refus d'un travail dangereux

Source : Site Web de la BC Public School Employers' Association (BCPSEA)



CUPE·SCFP







After 16 years of underfunding,  
it's not always easy...



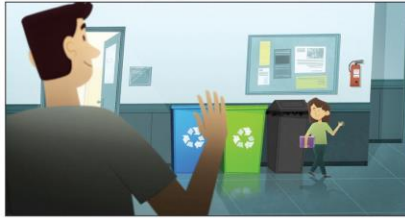
...but B.C. kids have a whole team  
pulling for them at school.



Getting things up and running...



...lending a hand to get over  
an obstacle...



...keeping everything clean  
and organized...



...and making sure they get  
home safely...



... at the end of the day.



CUPE workers – making  
great schools possible.

**Welcome back!**

**Keep safe – watch for children  
going to and from school.**

**CUPE**

See the animation at  
[bcschools.cupe.ca](http://bcschools.cupe.ca)

cupe 491





Ce n'est pas toujours facile après 16 ans de sous-financement...



...mais les enfants de C.-B. peuvent compter sur toute une équipe à l'école.



Des gens qui s'occupent des coulisses...



...qui donnent un coup de main quand c'est difficile...



...qui gardent tout propre et bien rangé...



...et qui s'assurent que les enfants retournent chez eux sains et saufs.

**Les travailleurs du SCFP rendent l'école agréable et sûre.**

**SCFP**

Visionnez la vidéo au [bcschools.cupe.ca](http://bcschools.cupe.ca)

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After 16 years of underfunding, it's not always easy...



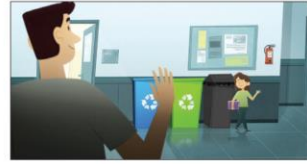
...but B.C. kids have a whole team pulling for them at school.



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...lending a hand to get over an obstacle...



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**CUPE workers – making great schools possible.**

**CUPE**

See the animation at [bcschools.cupe.ca](http://bcschools.cupe.ca)

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**CUPE·SCFP**





**UN EMPLOYEUR  
NE PEUT PAS**

chercher à décourager,  
empêcher ou dissuader  
**un travailleur de**  
signaler à la commission  
un incident dangereux  
ou violent, que ce soit  
par l'entremise d'un  
accord, de menaces, de  
promesses, de l'incitation  
ou de la persuasion.

**(Article 177)**

*Workers Compensation Act*

**Syndicat canadien de la fonction publique**

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**AN EMPLOYER  
MUST NOT**

by agreement, threat,  
promise, inducement,  
**persuasion or any**  
other means, seek to  
discourage, impede  
or dissuade a worker  
from reporting an  
unsafe or violent  
incident to the Board.

**(Section 177)**

*Workers Compensation Act*

**Canadian Union of Public Employees**

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**CUPE·SCFP**



