

President's Report — May 2026

1. General Update

Support from CUPE and Joshua has had a meaningful impact on workload and wellbeing.

As stated in the report: *“Running under CUPE and the additional support from Joshua has reduced my stress level substantially.”*

April was an active month with significant engagement:

April was busy meeting with CUPE executives and members.

We continue to prioritize member and school support:

We have been working hard on supporting members and schools with their concerns.

I have requested the incident report and expect to have it before the next member meeting.

2. Human Resources Issues & Advocacy

Key issues raised with HR include:

Safety concerns

Clarity of job duties

Inconsistent communication from HR → Admin → School staff

This is reflected in the report:

Issues addressed with Human resources: Safety, job duties, understanding the way information is shared... and how those messages are sounding differently at every school.

3. Meetings Attended

Labour Management Meeting

May 6 — Attended with Robyn and Charlene.

Topics covered:

Job descriptions:

Administration receiving new job descriptions (copies expected by September)

Attendance Support Program:

Received a lot of inquirers, most concerned about the number of days that can be missed for sick time. The Board Office stated 10 days/1 day per month, 64 hrs. (Not counting incidents) After that amount they may consult the school admin, have a conversation with them deciding if they need to have a consultation with an employee and school Administration. Human Resources are looking for patterns of people calling in sick, (ex; Every Monday or Friday)

-Procedure: ---Board office----Administration----employee
(still in place; sick days remain valid when needed)

Thank you for your time
In Solidarity local 5607

Human Resources in process of reviewing Blue cross coverage for EAs; Sun Life renewal in the fall

Return-to-Work Accommodation Programs (noted as beneficial)

Displacements and postings for next year (credentials will be reviewed when replacing employees)

HR has advised us that “Changes are coming for the better.”

Grievance Meeting

March 25 — First grievance meeting with HR regarding job descriptions and misuse of members.

“March 25 Robyn and I had our first grievance meeting with HR about job descriptions and the utilizing of our members at the discretion of administrators.”

A small win occurred in May; more information will follow.

4. New Business

Bylaws

5607 By Law Committee has had 2 meetings, 2 are remaining in June.

Member Meeting

June 23 — Virtual meeting planned for all members to review Local 5607 and ask questions. More information to follow.

Legal Matters

MLB and RETEA have mediation scheduled for June and a court date in July.

5. Guidance for Members (Critical Section)

Members must **contact Administration or the Teacher/Resource team before taking action** in any situation they are not trained for or unsure about.

We have had many situations where the members handled it themselves... We are being questioned as to why we didn't contact the Administration.

Essential Steps for Members

Before acting, ask:

What is the student's IEP?

What techniques or routines are typically successful?

After a violent incident, what are the safety procedures going forward?

If equipment is involved, is it safe? If something looks wrong, notify Admin.

Email Confirmation (Protect Yourself)

Members should always follow up with a brief confirmation email, such as:

- Just confirming I did/did not see EM's IEP/BIP.
- Thanks for letting me know EM enjoys colouring.
- Requesting the safety procedures for EM to prevent injuries.
- Confirming I have been shown the updated safety procedure.
- I am concerned about the safety of this device/equipment; can you confirm it is safe?

During High-Risk Situations

If a student is destroying property or out of control:

Contact Administration immediately!!

- Wait for assistance.
- Focus on ensuring the student is not harming themselves or others.
- No intervening till administration or teacher arrive and instruct how to proceed.
- We are not their guardians, we are their support person.

Policy AD

SCHOOL DIVISION PHILOSOPHY AND GOALS

<https://media.retsd.mb.ca/media/Default/medialib/ad.6e1018621.pdf>

(5) Beliefs

- (a) We exist to serve students and community.
- (b) Everyone is unique and can achieve success.
- (c) Individuals excel where there are high expectations and challenging learning opportunities.
- (d) Everyone has the right to be treated with dignity and respect.
- (e) Working together, we can make a significant difference in the lives of our students.
- (f) People thrive in safe and caring environments.
- (g) Teamwork and collaboration are essential skills for both students and staff.

Is this not what we do everyday?

All the best,
Your,
CUPE Executive
local 5607

Thank you for your time
In Solidarity local 5607