



Memorandum

No. 3

FOR CIRCULATION

TO: ALL CUPE EDUCATION LOCALS
cc: CUPE National Staff

Date: February 6, 2024

From: CUPE Saskatchewan & CUPE Education Workers' Steering Committee (EWSC)

**RE: CUPE Solidarity as Teachers Implement Rotating Strikes,
Withdraw Noon-hour Supervision**

Dear CUPE members:

As you are all aware, the Saskatchewan Teachers' Federation (STF) is in the midst of ongoing job action.

We encourage all CUPE members to show their support for the STF by sharing posts on social media or attending an event near you. You can use the attached poster template to send a message of solidarity with teachers. Share your pictures with cupesask@sasktel.net using the hashtag #ISupportSTF

We are asking CUPE members in the education sector not to take on any additional duties that are currently done by teachers.

Any additional duties that CUPE members take on will weaken the action teachers may take.

Please stand in solidarity with our STF colleagues.

Guidelines: Strike Days

In the event of an STF walkout (Strike Day):

- Duties assigned during an STF walkout should be directly related to your job and should fall within your current job description. If you don't feel that the duties you get assigned are within your scope of work, please contact your union executive.
- We encourage locals to consider accessing (must be pre-approved through the local executive) union leave during strike days to stand in solidarity with the STF at their rally locations.

Guidelines: Work-to-Rule

In the event of STF work-to-rule action:

- **If you are approached by your employer asking you to volunteer** to take on additional lunch supervision duties, we are asking that you decline.

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- **If your employer changes your hours of work to cover STF duties** (specifically voluntary noon supervision), you must work those hours, otherwise you may be disciplined. Please report it to your local executive, as there may be grievances that need to be filed, depending on the language of the collective agreement and policies.

Examples & Scenarios

As there are numerous variations to how noon supervision is compensated and scheduled, the following are guidelines on a few scenarios:

- If support staff were already scheduled to cover noon supervision on Thursday, CUPE's stance is that members should still be compensated even if their schedules are rearranged or if the employer chooses to send all students home.
- If support staff schedules are changed so that they can cover noon supervision, but they are given a lunch break at a different time, there isn't much we can fight as they are still given a work free lunch.

If your division is implementing a different plan that doesn't fall under any of the above guidelines, please contact Janice (jjanzen@cupe.ca) and we can work on a plan for your division.

Locals need to check their collective agreements for language around timelines for change of schedules. If the employer has not given notice that follows the language of the collective agreement, there could be a cause for a grievance.

If noon supervision is deemed voluntary in the collective agreement, the employer cannot suddenly deem it part of your job. If this occurs, please notify your union representative as soon as possible. The situation will be investigated, and we will attempt to resolve the matter, including the possibility of filing a grievance if necessary.

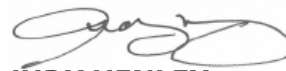
Can CUPE members walk out with the STF?

- **The majority of CUPE education workers do not have provisions in their collective agreements that permit us to strike alongside STF members** or refuse to cross picket lines. CUPE is in regular contact with the STF, and STF members understand that if there is a labour disruption, CUPE members will be expected to report to work across STF picket lines.
- **You can join the STF picket line on your own time** when you are not scheduled to work, or during your unpaid lunch break if you are not assigned to work.

There are other ways we can help our STF colleagues, including refusing additional duties, showing up to STF rallies in support and solidarity, and by **emailing your MLA at: [Tell Them Tuesday](#).**

We are stronger when we are together.

In solidarity,



JUDY HENLEY

President, CUPE Saskatchewan



OMAR MURRAY

Chair, CUPE Education Workers Steering Committee

