

## MEMORANDUM

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**DATE:** November 6, 2020

**TO:** Peer Support Group; 2130; 1000

**FROM:** Steve Joy – Provincial President  
Sharon Hubley – Chairperson Education Committee,

**RE:** Peer Support Member Request

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As discussed at the AGM the Peer Support Program is being restructured. We are seeking volunteers to become or remain Peer Support persons.

We would like to have one (1) Peer Support Person from each Unit, that is not a Unit President.

Please read the attached criteria and fill in the application form and then submit it to the Union office by December 31, 2020. Training will be provided.

This is also posted on our website.

Thank you.



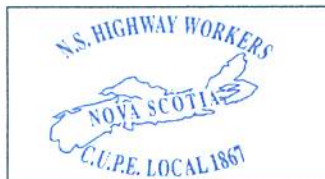
## APPLICATION FOR PEER SUPPORT PERSONS

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### PEER SUPPORT SYSTEM FOR CUPE EMPLOYEES AT TIR

<b>Personal Information</b>	
<b>Name:</b>	<b>Date:</b>
<b>Address:</b>	
<b>Phone#:</b>	<b>E-Mail:</b>
<b>Base Location:</b>	<b>Fax #</b>
<b>Unit Number:</b>	<b>Unit President:</b>

<b>Do you hold office on either unit or provincial executives?</b> Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>If so, what position?</b>
<i>Please read the following Peer Support Person Criteria (attached).</i> <b>Comments, if any:</b>



## APPLICATION FOR PEER SUPPORT PERSONS

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### Criteria of Peer Support Person for CUPE Employees:

- ❖ Should be a TIR employee and a full-time member of CUPE

#### **Communication Skills:**

- ❖ Demonstrates effective skills by responding to questions and comments; seldom interrupts others who are speaking; and can accurately summarize the comments of others.
- ❖ Ability to give feedback on opinions, observations, and conclusions such that they are understood.
- ❖ Ability to use effective questioning techniques.
- ❖ Ability to communicate ideas and concepts effectively.
- ❖ Ability to listen attentively.
- ❖ Ability to educate peers in-group setting.

#### **People Skills/Rapport Building:**

- ❖ Ability to adjust behavior to establish trusting rapport with co-workers in times of need or crises.

#### **Credibility:**

- ❖ Is well respected by peers, subordinates and superiors.

#### **Self Confidence:**

- ❖ Ability to use good judgment when faced with difficult questions, difficult moments and sensitive issues.
- ❖ Ability to use participants as resources and encourages participation.
- ❖ Ability to accommodate individual differences.
- ❖ Aware of limitation – no hesitation for referral to resources.

#### **Employee Privacy:**

- ❖ Ability to use good judgment to suggest or implement appropriate, helpful interventions.

#### **Commitment and Availability:**

- ❖ Clearly understands and supports the efforts of OH&S and EAP programs.
- ❖ Is fully aware of the commitment and is available for the training period.

#### **Coaching:**

- ❖ Ability to motivate and encourage co-workers to access help as required and follow recommendations for health professionals.

#### **Personal Well Being:**

- ❖ Absence of active personal programs or active personal trauma (children, relationships, death).
- ❖ Demonstrates positive behavior and coping skills