

CHRONICLE

CUPE LOCAL 728

Volume 48 – Issue 03
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March 2022
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MARCH 30, 2022 - GM

The March 30th GM will start
at 8:00 pm Via 'ZOOM'

You must pre-register for this meeting using your FIRST AND LAST NAME or you will not be able to enter the meeting.

Register in advance for this meeting:

https://us02web.zoom.us/join/register/tZlIcu2orD8iHtzh_7xGV0LOR75XeDEzgodE

After registering, you will receive a confirmation email containing information about joining the meeting.

SHOP STEWARDS

If you have an issue or a question pertaining to work, please call your Shop Steward, leave a message on the phone number listed below. They will contact you when they are available. The Union office will only refer you to your Shop Steward.

School & Community Support (Attendants)

Douglas Troy Syvret.....604-341-6627
Clerical - Shannon Levinsky.....778-808-3917
Caretaker – VACANT.....604-812-2611
MT - Trade – VACANT.....604-723-1921
MT - Non-Trade – Adam Truman...604-813-1799
Student Support – Nora Hooper.....778-808-5823
EA Elementary - Joleen Turgeon.....778-808-4483
EA Sec/Spareboard
Amanda Williams.....604-818-2019

Please **DO NOT** contact your shop stewards at their workplace.



Red dress day is **a day of honouring missing and murdered Indigenous people**. It's a day to raise awareness and education about missing and murdered Indigenous women and girls, two spirited, and men. The dresses are empty, so that they evoke the missing women who should be wearing them.

CUPE 728 is asking Members to Donate Red Dresses. Please drop them off at the Union office.

AGENDA

- 2020 Trustee Audit Report
- Elect one (1) Director to the 728 Holding Society. This Director must be a non-executive member.

Notice of Motion: To launch a Mental Health Campaign for our local for up to \$50,000 cost sharing with National.

Notice of Motion: Under Section 24 of the CUPE 728 Bylaws, under scholarship awards to add a fourth paragraph Add: two (2) CUPE 728 scholarship awards for \$500 each for students who identify as Indigenous.

Notice of Motion: To amend the following Bylaw
3. MEETINGS

Meetings shall be held on the third Wednesday of each month alternating between 8pm and 6pm, except in March, when the meeting will be held the week after Spring Break.

Amendment as follows:

3. MEETINGS

Meetings shall be held on the third Saturday of each month at 10am, except in March, when the meeting will be held the Saturday after Spring Break.

Notice of Motion: To amend the following Bylaw section 26, under terms point 1 to add:

for members who due to age or retirement rules are not covered by ltd union sick bank will step in after 120 calendar days to provide benefits for up to 18 months.

Notice of Motion: To spend up to \$100,000 to reimburse 728 members for dues claimed by the local on overtime worked between June 2021 to present.

Notice of Motion: For Trustee Brother Jaworski to be brought in for up to two days to investigate the Mileage claimed by the President in 2013-14.

Notice of Motion: To eliminate the Table-officers' meetings

Motion: To send the Communications officer to the CALM Conference in Calgary from June 9 – 11, 2022 for a cost up to \$3,000.

Notice of Motion – Constitutional change
CUPE 728 to Have 2 Bursaries for outstanding work in Human Rights field in the amount of \$1000 for 2 students entering post-Secondary.

This would be added to the Constitution and Bylaws under the scholarships section 24 and read as follows:

Two CUPE 728 Bursaries Awards in the amount of one thousand (\$1000) to two (2) students for outstanding work in the field of Human Rights will be awarded through the process of presentation and interview through the Human Rights and Equity committee. The qualification for the bursary would have to be an outstanding activist in the field of Human Rights, and make a presentation to the Human Rights and Equity committee followed by a short interview. All applicants must provide their ongoing pursuit in the human rights field and justify how they would use the bursary to further their journey. The selection will be finalized by consensus of the CUPE 728 Human Rights and Equity Committee. Bursary applications will be due in by May 30th yearly and Bursary will be handed out in June or September General Membership.

Notice of Motion: Constitutional Change

CUPE 728 will not have any single department represented by more than 49% and consider include Diversity at following representing groups: Table officers, Local Executive, Committees and or working groups

This statement will be added to the following areas in the Bylaw articles:

Section 2C Local will use Diversity and Inclusivity by not allowing any one department of overrepresent at any of the decision-making tables by restricting over 49% representation of any one department.

Section 6B The Local will not have any single department represented by more that 49% and include Diversity within its selection.

Section 9A A Recording Secretary or Recorder will be assigned as per the equal representation in Article 2C

Section 12a All committees will have Equal representation with Diversity represented as per Article 2C
Diversity would be included by promoting and encouraging members that identify from equity seeking groups. In the event that no person of a equity seeking group has been selected or nominated than and only than the proceedings of selection shall be completed.

Notice of Motion - Constitutional change

CUPE 728 to Re-Administer (return back to) the part time schedule of the Secretary Treasurer position. This would consist of the treasure having 2 shift per week. This not inclusive of Executive meetings. Pay scale would go back to pay for the positional work, meaning your pay is the scale of the rate that you are scheduled to work at your position. The Duties of the Treasurer will alter to accommodate the position as follows:

7.5 Secretary-Treasurer:

The Secretary-Treasurer shall keep all financial accounts of the Local Union and shall maintain correct and proper accounts of all members. The Secretary-Treasurer shall receive all initiation fees, dues, assessments and fines from members of the Local Union and shall deposit same in the name of the Local Union in such bank or Credit Union as provided in Section 3 of Article IV of the National Constitution. The Secretary-Treasurer shall in conjunction

with the Executive Board prepare an annual budget.

The Secretary-Treasurer shall make a financial report to the Local Union monthly. It shall be the duty of the Secretary-Treasurer to keep on file all receipts for money sent to Canadian Union Headquarters during the year. (Article III, 3.8 of the National Constitution). The Secretary-Treasurer shall submit his/her books and records ~~half yearly~~ quarterly to the Trustees for audit and shall furnish the Trustees with a letter from the bank where the funds of the Local Union are deposited, attesting to the amount to the credit of the Local Union at such bank. The Secretary-Treasurer shall submit receipts or vouchers covering all expenditures made on behalf of the Union to the Trustees for each audit period. This includes the information that is shared and collected in the months outside and inclusive of school session.

The Secretary-Treasurer shall forward to the National Secretary-Treasurer of the Canadian Union of Public Employees, on the official monthly report forms provided, not later than the 15th day of each month, all financial obligations owing to the Canadian Union of Public Employees. The Secretary-Treasurer shall forward one dollar (\$1.00) of each initiation fee on all members admitted along with the per capita tax on all dues received by the Local Union. The report should also set out the number of those initiated, reinstated, suspended and expelled and the number of members on whom per capita is being paid.

The Secretary – Treasurer shall be provided 2 days per week, monthly with pay-rate of current position held at the surrey school district.

~~The Secretary Treasurer shall take on the day to day duties of Joint Early Intervention Services (JEIS) and the Sick Bank. He/she will be a member of the Sick Bank and Benefit Fund Committee.~~

~~The Secretary Treasurer shall take a fulltime leave of absence pursuant to the Collective Agreement. The pay rate shall be set at pay band 16 or their current rate of pay if higher.~~

At the end of the Secretary-Treasurer's term of office the Secretary-Treasurer shall turn over to his/her successor, all properties and assets, including funds, books and records belonging to the Local Union. No information that could be personal in nature can be kept as per the code of conduct and privacy policy of CUPE.

Notice of Motion - Constitutional Change

To change the duties of the Second Vice President, with additions to the position as follows:

7.3 2nd Vice President:

It shall be the duty of the 2nd Vice President, in the absence of the President, and 1st Vice President, to preside and to perform all duties pertaining to the office of President, and to render such assistance as may be required, and in case of a vacancy in either the office of the President, or 1st Vice President, to act in either capacity until the Local elects another person to the vacancy.

~~He/she~~ They shall be ~~Chairman~~ Chairperson of the Sick Bank Committee and Benefit Fund Committee.

Any sick bank duties will go through the 2nd Vice President and then to the committee. They shall take on the day to day duties of JEIS (Joint Early Intervention Services).

The 2nd Vice president will be provided 1 or 2 day per week, with pay rate of current position held at the Surrey School District.

Notice of Motion - Constitutional Change

CUPE 728 will eliminate the voting capacity of the Recording Secretary. Eliminate the communication officer at the executive table, and add a 3rd and 4th executive at large position to the Executive table. The Duties of the Executive at large would be the same as the others outlined in positions in the Constitution and Bylaws with some additions. Duties added to the Executive at Large position
The Executive at Large positions will fill the roles of any of the absent members of the executive shop steward roles if a shop steward was not appointed. Members of the Executive at large title will also assist with JEIS member call outs for member to member engagement. The Communications officer position would now be a non-executive role with and receive information and requests from President, Table officers and Committee Chairs for communication duties and meetings requests.

The changes would look as follows:

7.4 Recording Secretary:

The Recording Secretary shall keep a correct, full and impartial record of the proceedings of each meeting of the Local Union and all the meetings of the Executive board. Minutes of each regular general membership meeting may be typed, at the discretion of the Executive and then circulated at the following regular general membership meeting. All motions shall be entered in the minute book of the Local, all alterations in the rules and By-laws by motion or amendment, and fulfill all other secretarial duties as directed by the President. ~~The Recording Secretary shall receive all mail, file a copy of all letters sent out, keep on file all communications received, and answer all correspondence.~~ The Recording Secretary shall prepare all circulars and notices of issuance to the members The Recording Secretary shall have all books and papers ready on reasonable notice for Trustees, and on termination of office shall surrender all books, seals and other properties of the Local to a successor. The Recording secretary will not have a voting capacity at the Executive table.

7.6 Executive at Large:

It shall be the duties of the **FOUR (4)** Executives at Large to deal with questions and problems that arise, such as: workers Compensation Board cases and benefits, pensions, payroll questions or problems, in liaison with committees, as determined by the Executive. The Executive at Large positions will fill the roles of any of the absent members of the executive shop steward if role has become vacant or not elected.

They will keep the President informed of all matters in their area which may affect the general welfare of the local. It shall be the duty of the ~~Executive at Large~~/Communications Officer to maintain the local's website, other social media and to compile articles for the Chronicle. They will also share informational material as required from time to time by the Local. The Communications officer will not be attending Executive meetings, but will be provided one (1) day a month

to prepare information for the general membership meetings and to schedule all activities provided by committees and Executive for the month in advance.

PRESIDENT

First, I'd like to congratulate the Delegates elected to attend CUPE BC Convention and I am looking forward to the information and views that will be brought back to the members.

I hope all the members attending the Saturday, Psychological Health and Safety for Employees course are enjoying it. It's a fabulous course which I've been lucky enough to take in the past

For those who are fortunate enough to have some time off during spring break, please enjoy it and get some much-deserved rest. For those continuing to work, thank you for all you do.

K-12 Provincial Bargaining has been placed on pause because the monetary offer that was made would have set us behind and we felt it was not acceptable. We hope to resume Provincial Bargaining in April. Right now, we are preparing for local bargaining. Your Bargaining Committee is dedicated to learning about the Collective Agreement inside and out as well as the needs and wants of all the departments. We are working hard gathering information for creating surveys, and proposals. The data we collect from our local's survey will provide insight to your concerns from all departments. Our committee will work together to address concerns and wishes in our proposals.

At this time, the General Membership meetings will remain online. Though restrictions are slowly lifting vaccine passports are still required for large gatherings. This rule would not allow some members to attend the meetings, therefore we will continue online for the rest of the school year.

Reminder the next General Membership meeting will not be on the 3rd Wednesday due to Spring break. Instead, it will be on Wednesday, March 30th at 8:00pm. This will be the night of nominations for our elections which will be held on Saturday April 23rd at 10:00am, Zoom link on the website. Speeches will be Wednesday April 20th. We hope to see you all there.

In Solidarity, Tammy Murphy

1ST VICE PRESIDENT

We are almost at Spring Break! We have been busy the last month, started our bargaining prep with the bargaining team. We have surveys coming out to the membership to ask questions and see what your top priorities are for bargaining. We ask to ensure the union office has your email address to be able to get the survey to you. If you are not sure email office@cupe728.ca to ensure we do.

Over the last two months we have added a few more grievances to our grievance list. We have settled 2 and withdrawn 1. We have a few going to National for assessments and currently have 13 going to arbitration. We will be putting grievances in abeyance during bargaining.

Convention is also coming up in April and I would like to thank the membership for voting for me to go. I have put my name forward for the resolutions committee again. I was on the committee last convention, which was online. We met a few weeks in advance to go over each category and how we believe the resolutions should be presented and in which order. Just waiting to see if I am accepted to be on the committee this year. I hope everyone has a great spring break and are able to spend some much needed time with family.

In Solidarity, Theresa Pidcock

EA SECONDARY/SPAREBOARD

Last month I attended the 31st Annual Women's Memorial March on February 14. There are no words that can express what myself & CUPE 728 family felt as we walked in honour of MMIWG2+. It was an honour and privilege to be a part of something so powerful.

I've also attended numerous meetings with members, the employer, general meeting & courses. We have also started our bargaining training in preparation for our local bargaining. Have you ever read our Collective Agreement from cover to cover? That is one of the many things your Bargaining Team is doing to make sure there is clear language for all CUPE members. I would suggest that you all take the time to read the Collective Agreement & reach out to your Shops Stewards or the office with some suggestions. There will also be another survey going around to get some ideas of what you are looking for. Please reach out to either your Shop Stewards or the office to confirm we have your personal e-mail on file.

I would like to remind you to continue to fill out your incident reports on ESS & if there are any questions to please contact your Shop Stewards. A reminder we do have an Employee Family Assistance Program with trained counsellors that can help walk you through and give you advice on all sorts of aspects.

As we head into the last few weeks of work before a well-deserved break, I want to remind everyone to be mindful of one another & to check in on your fellow CUPE family & take some time for yourself.

In Solidarity, Amanda Williams

SECRETARY TREASURER

Secretary Treasurer's Numbers for

- 998 written JEIS communications not including phone & text conversations
- 52 new members / 5316 CUPE employees / 4539 pay dues / 1290 are FT at 37.5 hrs
- 228 members received OT for a total of \$ 138,448.97
- 7 Benefit Fund cheques issued for member assistance at \$ 5,100.26 and 1 returned for \$ 5,184.66
- 26 Benefit Fund cheque issued for members leaving with 10+ years at \$ 10,215.00

Dues:

I was recently asked to explain why we have members not paying dues, if a member isn't paid by the district, then the district cannot collect dues. Our bylaws don't define a member in good standing as dues paying, so even if you have been away on disability for years with no return dates, currently it doesn't affect your participation.

Examples of members that do not remit union dues are members on leave:

- Leave for education
- Leave for Long Term Disability
- Leave for Parental, Maternity and Paternity
- Leave, Unpaid Personal
- Leave, Unpaid sick

Financials:

Financials are available on the Cupe728 webpage on the Mondays prior to the General Membership meetings and will remain viewable until its end on the 3rd Wednesday of each month excluding July and August.

Trustee 2021 Audit:

January 17, 2021, all 3 trustees were notified that the 2021-year financials are ready and waiting to be audited. We are currently waiting for them to provide dates.

Address & phone:

When you change your address or phone numbers with the district, please remember to notify the union as well. The district does not share that information.

Desjardins forms:

It has been brought to my attention that some doctors are telling members not to bother with their Desjardins forms if it is ICBC or WSBC. The Desjardins Authorization and Attending Physicians forms are important, the participation is referenced in our Collective Agreement. Supplying the letter with the forms to the doctor helps the medical staff better understand its request and importance.

Member Funds:

There are resources available under the provisions of our locals' bylaws within the direction of the union sick bank and the benefit fund. Details can be found at CUPE728.CA webpage, under the "Resources" tab, scroll down and choose "Bylaws" and then click on "CUPE728 Current Constitution & Bylaws – Official Copy January 2018."

In Solidarity Cory Hyslop



HAPPY ST. PATRICKS
DAY



PUBLIC EDUCATION BENEFITS TRUST

Since 2003, the Public Education Benefits Trust (PEBT) has provided the Joint Early Intervention Services (JEIS) to eligible unionized support staff, ensuring that those not able to work due to an illness or injury receive the best possible care. This includes access to medical specialists, diagnostic testing, rehabilitation programs as well as treatments for mental health conditions and substance misuse.

When a member has been off work for 6 days or more, our service provider Desjardins Insurance has 48 hours to call and offer support. Before this call, local unions contact each member to introduce the JEIS program and talk about next steps. This friendly introduction helps to reduce stress at a vulnerable time, and dramatically improves the likelihood that a member will participate and benefit from the program. When this contact from the local union is not made, we have seen that members are reluctant to respond to Desjardins Insurance and often do not receive the recovery supports they are entitled to.

In addition to the time-sensitive introductions, the local unions meet with the school district each month to ensure members' referrals have not been missed and to ensure that those requiring long term disability benefits made available through the PEBT have applied within the required timeline. It also provides an opportunity for both the local union and school district to discuss any issues and raise these with Desjardins Insurance or directly with the PEBT for resolution. The collaborative nature of these meetings is another reason the JEIS program has been so successful.

In 2021, a record of 717 Surrey CUPE members were referred to the JEIS which represented an increase of 109 members from the previous year. The PEBT is very appreciative of the significant amount of time that CUPE Local Union 728 spends to support their members who are referred to the JEIS program.

Ray Parker

CLERICAL

Hello Clerical and All CUPE 728 Members,

I've had people say to me over the years, "What has the union done for me?" What I learned many years ago in a workshop is the same thing I say to this day. You are the union, she is the union, he is the union, they are the union, we are **ALL** the union. Recently I have felt a shift in our local. A shift for the better. A belief that united we can make a difference. I've seen member engagement, members getting curious, asking questions about process and why things are done the way they are done, reaching out and asking if they can help. I believe this is positive! We are done with the status quo question of

"What has the union done for me" and moving towards, "what can I do to help" I've seen it, heard it and it is encouraging! I am very excited to see this positive change. So, thank you for that!!

There was recently a survey that went out to members from CUPE National. Our bargaining committee has looked over this document and is in the process of coming up with more relevant questions for CUPE 728 members. Stay tuned for our local 728 survey in the coming weeks.

I think it is very important for all members to know about the bargaining process and how it works. As of right now we are currently doing our bargaining training. We looked at the National Survey which was 171 pages long and found that provincially and locally we have a lot of the same issues. This is why we are moving forward with a specific CUPE 728 survey. While we are getting the survey ready and we await the results, we are working hard at analyzing our Collective Agreement line by line. This is where we identify problems that members are currently facing and look at possible changes that we want to be brought forward. Once we go through the Collective Agreement, we look at A Memo's, B Memo's and current district Policies to see where there may be questions and concerns.

Once we complete this process, we look at ALL and I mean **ALL** of the bargaining suggestions that members have sent in. This is how we form our proposals. We also while this is happening have our Provincial Bargaining Team at the Provincial table, bargaining our Provincial Framework Agreement. Once this agreement is finalized, we bring it to the membership to ratify (vote on) and this also becomes part of our Collective Agreement. We also bring forward our proposals to the membership to be voted on as well, to be sure that we have not missed anything.

This is one of the most important elements that I want to talk about. This is not the executive making decisions for our membership. This is each and every one of you having your voice heard to say YES or NO or "Hey, can you change this?", or "Have you thought about that?". This is the best part about being in a union, **EVERYONE** has a voice!

One other very important detail I want to make sure everyone understands is that we are volunteers. Other than our President and Secretary Treasurer, we ALL volunteer. When you call us in the evenings, or on the weekends, or during lunch, we are all volunteering. Why you ask would anyone do that? We want to help people. When we raise each other up, we make a difference, not just for the members of CUPE 728, but for ALL members in the community that DON'T have a Collective Agreement. So that others can have better wages, paid sick leave, holidays etc.

I know this is long and I thank you for taking the time to read it. I really have so much more to say, so if you want to call me, please feel free! I want to hear what you have to say! 778-808-3917.

P.S. For 10-month employees, have a fun filled, relaxing spring break and for those with holidays, **ENJOY!!** For those lucky enough to be retiring, I want to thank you for your service and friendship! Good luck and enjoy your well-deserved retirement. You DO make a difference in the lives of those you worked with and also the students you worked with, you know who you are.

In Solidarity, Shannon Levinsky

Enough is enough!



STUDENT SUPPORT

Hi Everyone,

The last month has been busy as we get ready for bargaining as well as conducting our usual union business. I have attended several member meetings, sent workload concerns to labour management, attended committee meetings, attended meetings at CUPE Metro and NWDLC, including the first meeting of their Indigenous standing committee, as well as answering calls with your concerns. I attended the Feb. 14 Women's Memorial March with several other members of our CUPE 728 executive. The next few weeks before Spring Break will be very busy with continued bargaining training and meetings.

I would like to have unit meetings in early April, shortly after Spring Break. Please watch for these dates.

I would love to hear your concerns re: bargaining, please reach out to me at ssstudentsupport@cuoe728.ca. Tammy Murphy, our president has been very busy bargaining at the Provincial level and will update us when she can. We are aware of your concerns regarding wages, hours, safe and proper workspace, cultural safety and 3rd day replacement when CYCW are away, to mention just a few items.

In addition to bargaining, we have had several motions put forward at the GM and I would encourage you to come out and have your voice heard. I wish you all a restful Spring Break.

In Solidarity, Nora Hooper

MAINTENANCE NON-TRADES

Hello CUPE 728

There has been some on going contention in the yard about not having our voices heard. I want to urge everyone to reach out to their stewards or the Union office if you are having these

concerns. We are all part of the Union, our strength is solidarity, and your issues will be addressed to the best of our ability. In addition to this we need strong voices to step forward in the coming months not only to advocate for yourself and departmental issues but to take part in the Union. If you feel like you are not being heard, come to Union meetings and lend your voice; vote, join committees, and participate.

Bargaining is coming up fast. It's a super busy time for everyone with a lot going on so, please contact me, your steward, or the Union office if you have any bargaining ideas or concerns. The Union will be sending our updates as we have them so, please stay tuned. Also, there will be a survey coming out shortly, so spread the word and make sure everyone fills them out. The more people that submit one the better; this will give us a full picture on the locals wants.

We need to be able to contact you, please provide your steward or the Union office with your up-to-date contact information including personal e-mail.

In Solidarity, Adam Truman

COMMITTEE CORNER

Health & Safety Sub-Committee

The committee was planning to meet on Feb 26 but was unable to do so. We are in the process of setting up another meeting and will report to the membership further when we meet. Some topics we are in discussions on our Caretaker safety in regard to unlocked buildings and insufficient lighting, incident reporting, trades not being notified of safety issues when onsite, unsafe work and local site committees.

We would like to take this opportunity to stress to you the importance of reporting all incidents, even near hits. You can also report as a witness. In accordance with your collective agreement, your site is responsible to provide you access to a computer to file these reports. Please let your shop steward know if you are not being given access to a computer. This is to be done on work time, not your breaks, and they may not discourage you from filing reports. Section 6.60 of your collective agreement states: An employee who is involved in an act of violence or threat of violence must promptly file a complaint of the incident. We are constantly hearing from members who are told not to report by supervisors, and sometimes other staff. Witnessing continued violence can cause mental stress and harm, so it is important that you also report what you are seeing.

We would also like to ask our members to stand in support and solidarity with members experiencing unsafe and mentally harmful work situations. If they choose to use the right to refuse unsafe work, stand with and support them. They will be there to support you another time. Stay safe

In Solidarity, Health & Safety and Sub-Committee

Human Rights & Equity Committee

The Human Rights and Equity Committee after a two month hiatus were able to meet in February and start to lay out some more plans for the upcoming near future. We will be highlighting days that we would like to have recognized that fall under the category of human rights and or labour relations. And will be passing along information for equity events in the communities of the lower mainland.

With the CUPEBC Convention just around the corner we will be gearing up to share the information that will be presented there in an upcoming zoom cast/podcast for your listening pleasure. Stay safe.

In Solidarity, Human Rights and Equity Committee

Anti-Contracting Out Committee

The employer (ER) met with the Joint Contracting Out Committee (separate from the Anti-Contracting Out Committee) to discuss contracting out the following:

1. Adding chain link fencing at 6 schools and needed them to be done by March 31 because that's when their grant money ends.
2. Wood chip replacement at 10 elem schools stating safety issues but have not shut the playgrounds down
3. Changing a trades helper position to a trades person position which would mean that the ER would need to contract out work on the broilers (cold-water is in-house), which is work CUPE has done.
4. Work was contracting out with Cat 5 Cabling work on a portable which should have been assigned to our electrical department.

On top of those, we have also had discussions on snow removal that was contracted out without discussion it with the Union prior to. The Anti-Contracting Out committee met on Feb 26 and reviewed the above items and will provide information and recommendations to the Executive and report to the membership next month.

School Board Trustee Committee

We would like to welcome George onto our committee. George has been a part of this committee before, and we are thrilled to have him back! The Feb Board meeting had discussion about the 2021/2022 projected expenses which will exceed revenues from all sources resulting in a budget shortfall of \$31 million and an amended budget was presented. Among other expenses, this did include an increase of 12 additional support staff and 8 additional EAs. The SD36 amended Total Budget Bylaw Amount went from \$915,156,966 to \$922,799,931. This included a decrease in EA Budget from \$77,067,664 to \$76,564,255 but an increase of other Support Staff budget from \$60,626,897 to \$62,756,232. Other discussions included the Welcome Centre, International Student Fees, and more. Don't forget, scheduled additions for 2022 completion: Sullivan Heights Secondary (28 classroom), Regent Road Elem (new school), Sunnyside Elem (10 classroom), White Rock Elem (8 classroom). The seismic upgrade projects completing in 2022: Holly Elem, George Greenaway Elem, Prince Charles Elem, Queen Elizabeth Sec.

Respectfully Submitted: Marcey, Allan & George

School Board Action Committee

At the December School Board Trustee meeting, there was discussion on the new Snokomish Elem site: 3 stories, 4,600 square meters, 27 classrooms, 655 students with scheduled opening of Spring 2025. This school will focus on reducing Green House Gas emissions through electric broilers and air pumps. Unfortunately, at this time there will only be 48 staff parking spots. This is a great concern for our members as some of our members may not have early start times. Sketch Plans for Semiahmoo Trail were presented with an increase to 500 students from 285 with a Fall 2024 completion date. SD36 received \$50,000 for electrical vehicle infrastructure and \$60,000 for electric buses. The Board also discussed the 'Surrey Blended' program and its success and concerns.

At the January School Board Meeting, the sketch plans for the South Meridian addition (8 classes, 250+ increase in student seats, 2-story addition, wheelchair accessible). BCHydro will be replacing a transformer and needed a right of way at David Brankin. There was discussion on the Indigenous achievements and the Board will be asking for a meeting with the Chiefs of our local land-based First Nations, Katzie and Semiamoo to discuss those achievements.

The Trustee's thanked the Committee for suggesting that one of the Trustees be a part of the District H&S Joint Committee and will be bringing that forward in the Spring.

Respectively Submitted: Marcey & Allan

To All CUPE 728 Members,

I would like to thank the membership for allowing myself (with roughly 40 other members) to attend Saturday Feb 12th, Psychological Health & Safety for Employees Course. We had our first of four classes on-line with Charmaine Hammond, who has an extensive background in working with companies and organizations in bringing awareness in the importance of mental health. We discussed the following: Staying mentally healthy and resilient, What is Psychologically Healthy, Impacts of Stress, How to Positively Manage Your Stress, How to Improve your Physiological Health, How to Create a Behavioral Change Plan

Some shocking facts:

- *1 in 5 Canadians are experiencing mental health issue or illness in a given year*
- *\$88 BILLION is the economic burden of Mental Illness in Canada (2021)*
- *63% increase in depression anxiety and stress in last three years*
- *In any given week, 500,000 employed Canadians ARE UNABLE TO WORK due to mental health challenge*
- *By the time Canadians reach 40 years of age, 50% have experiences mental illness*

Some ways to positively manage stress: Avoid Unnecessary Stress, Identify the causes of your Stress, Get a Structured & Rigid Routine, Change your Thinking, Make Time to Relax

and Recharge, Deep Breathing, Hit Pause & Do Nothing, Cognitive Behavior Therapy Exercises, Connect with a Medical Professional (ex. EFAP, family doctor).

For more information, you can check out their website at www.myworkplacehealth.com and/or their YouTube Channel: My Workplace Health

Overall, be empathetic to yourself and be kind to yourself.

Respectfully Submitted: Marcey Campbell

THANK YOU NOTES

Below is a list of members who have sent in thank you cards this month after receiving flowers, a gift basket or retirement gifts from the membership.

Cindy J. – sympathy flowers
Zlata S. – retirement package
Antonio C. – retirement package

If one of your co-workers is away from work because they have lost a loved one, please contact the union office. We are only notified if a member is away sick from work.



As many of you are aware, it's CUPE 728 Election season! Below you will find important dates:

March 30th - Union meeting at 8:00pm via Zoom - nominations for the available positions. See the Bylaws for requirements.

Register in advance for this meeting: March 30 – 8:00pm
<https://us02web.zoom.us/meeting/register/tZ1l1cu2orD8iHtz7xGV0LOR75XeDEzqodE>

April 20th - Union meeting at 6:00pm via Zoom – come out to hear the nominees do their speeches. Each speech will be 2 mins long. No nominations will be taken at this meeting.

Register in advance for this meeting: April 20 – 6:00pm
<https://us02web.zoom.us/meeting/register/tZYrc6tqj4iGNTSyxQbG4eTGUaD0lom-mFs>

April 23rd - 10:00am via Zoom – **Election Day!**
Nominations will be taken, but no speeches.

Register in advance for this meeting: April 23 – 10:00am
https://us02web.zoom.us/meeting/register/tZ0vf-mrrzgoG9N51VXC48bKil7qzx87D0x_

ELECTION

Order of Elections as follows:

1. President
2. 2nd Vice President
3. Recording Secretary
4. Caretaker
5. Clerical
6. Education Assistant Elementary
7. Education Assistant
Secondary/Spareboard
8. Maintenance Non-Trades
9. Maintenance Trades
10. School & Community Support
11. Student Support
12. Communications Officer
13. Executive at Large One
14. Executive at Large Two
15. One (1) Trustee for Term 2022 - 2025
16. Sergeant at Arms One
17. Sergeant at Arms Two
18. Three or more (3+) members to the Entertainment Committee

