



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

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

The 2<sup>nd</sup> 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 3<sup>rd</sup> and 4<sup>th</sup> 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.

**Notice of Motion -** To increase the 728 Holding Society budget for repairs and maintenance to 15,000.

**Notice of Motion –** To have a Special Meeting on June 4, 2022 at 10:00am to review and vote on the CUPE 728 Constitution and Bylaw changes.

**Notice of Motion –** To add an additional \$20,000 to the Death Benefit portion of the Benefit Fund.

**Notice of Motion -** To donate 1000 dollars to Canadian Red Cross for Ukraine relief program.

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## PRESIDENT AND 1<sup>ST</sup> VICE

We want to start by thanking the membership for their support in re-electing Tammy Murphy. We would also like to congratulate the new and re-elected executive. We are looking forward to working with you all.

This has been a very busy month for meetings, add CUPE BC Convention we have been going nonstop. This year's Convention was different than past conventions. The days opened with a ceremonial cleansing by Indigenous Elder Sam George from the Tsleil-Waututh Nation. We had the honour of attending every morning and it was a very enriching and grounding experience.

This year's convention was history in the making. THE CUPE BC indigenous Committee is to thank for this. We have never seen so many people come together and support each other, share personal stories, and stand with others when they were struggling to tell theirs.

Theresa was on the Resolution Committee again this convention. The committee had the task of doing the orders of the day and ensuring resolutions hit the floor. There were 76 resolutions this year and 5 late entries. The committee spent 5 days together and did some great work, Theresa is proud to have been in the room with such dedicated and passionate union members.

CUPE 728 was well represented at this convention with 9 members representing on varying committees. Tammy Murphy K – 12 Committee, Theresa Pidcock on Women's Committee, Debra Merrier and Shelly Saje Rici as well as Nora Hooper are all on the Indigenous Committee, Shannon Levinsky on Transportation Committee, Joleen Turgeon on the Environmental Committee, Allan Henricks on the People with Disabilities Committee and the OH&S Committee, Edward Parsotam Diversity Vice President as well as on the Racialized Worker's Committee. Many of us went to the microphones to speak on many of the resolutions. We are so proud of our local, way to represent!

To CUPE BC president, Karen Ranalletta, Secretary-Treasurer, Trevor Davies, and all the staff working at this conference. It was a job well done!

Thank you for all those who attended the Red Dress Event. We appreciate your support.

Concerns were recently brought forward regarding communication with Members. We will be working on

sending out biweekly updates on what is occurring in the local. If we do not have your email, we can not send the information. Please contact [office@cupe728.ca](mailto:office@cupe728.ca) to add it.

Please remember if your child is graduating that CUPE 728 offers the scholarship for members children. Scholarship applications are due in September and the application is on the last page of the chronicle.

Humbly, Tammy Murphy & Theresa Pidcock

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## 2<sup>ND</sup> VICE PRESIDENT

I would like to Thank (Meegwetch) all the members for your support and time. Let's keep "Walking the Talk"

Meegwetch for nominating me to attend CUPE BC Convention in Victoria. It was amazing, exciting, emotional, and I learned a lot. There were many Resolutions passed, now its time to do the work. Most of all, it was nice seeing our friends in person, having a Cleansing Ceremony each day and the food was awesome. Great Convention CUPE BC!

The Red Dress Event, May 5, 2022, from 4:30pm to 6:30 pm at Bear Creek, was amazing, 140 people attended.

Thank you to all who attended the Sick Bank Committee meeting on Sunday, May 14, 2022, at 8:30am. For any Shop Steward Unit meetings, please let me know. I would like to join and support you and the members.

In Solidarity, Debra Merrier

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## MAINTENANCE NON-TRADES

Hello everyone.

Thanks to all who came out to support your departments for elections on April 23rd. I'm happy to be elected for another term and look forward to my continued service of non trades members. I also want to congratulate and welcome all the re-elected and new members of the executive, I'm excited to be working with you all.

I don't have much to report this month, but I would like to remind members of a few things. Please take your breaks; they are important, and you are entitled to them. There has been missed communication between the board and the union regarding contracting out. Please if you see any bargaining unit work being done by an outside company report it to the contracting out committee or your shop steward.

I would like to remind members to read the Collective Agreement. Specifically, Article 7, Grievance Procedure, becoming familiar with these steps will help your Shop Stewards. As always, I'm here to answer any questions or help where I can, please come and talk with me.

In Solidarity, Adam Truman

## SECRETARY TREASURER

### Secretary Treasurer's Numbers for March

- 921 written JEIS communications not including phone & text conversations
- 44 new members / 5383 CUPE employees / 4606 pay dues / 1287 are FT at 37.5 hrs
- Overtime is no longer available; dues are no longer collected as per MSC 20Jan2021
- 4 Benefit Fund cheques issued for member assistance: \$ 3,125.99
- 0 Benefit Fund cheque issued for members leaving with 10+ years of service: \$ 0.00

### Executive Board motions carried:

April 8, 2022 – an additional \$500.00 for a sponsored Red Dress event in May

### JEIS/off work 6 days or longer:

PEBT is our benefit provider and Desjardins administers the long-term disability portion of that contract, so anyone off work 6 days or longer must comply with Desjardins requests for information as referenced in our collective agreement, this includes WSBC and ICBC. CUPE728 has assistance available to those that qualify; see the website at CUPE728.ca, Resources, Bylaws, Official Copy January 2018, Sick Bank pages 17-23 and Benefit Fund pages 24-27.

### Payroll:

CUPE728 has two office staff employees, Laura at 5 days per week and Toni at 3 days per week with additional coverage as needed. They both work under the MoveUp Union collective agreement which differs from our SD36 collective agreement. CUPE728 is responsible for MoveUp's payroll, pension funds, remittances, and collective agreement with all that it contains. CUPE728 does not pay CUPE728 members. Surrey School District is our employer, and we are all paid by SD36 including the President and Secretary Treasurer. This is as set out in our local Bylaws but managed at arms length through our SD36 payroll management and staff. All time/hours outside of 7.5 hrs M-F are not compensated in anyway. Any additional time is on their own accord and considered voluntary as part of their role.

### Information:

Anyone wanting more information on financials is invited to email me to arrange a time to talk or meet as I am happy to share, show and answer any questions members may have.

Thank you to all that participated in our first PEBT/JEIS Prod D Day presentation "What you need to know if you are off work" and for all the great questions that elaborated on the presentation.

In solidarity, Cory Hyslop

## EA ELEMENTARY

EA Elementary SS update:

This spring has thrown some curveballs to many of our members and it's hard to keep up with all the changes in information. It's never a poor decision to do your best to source your information from reliable sources. Especially with so much going on, we need to do our parts to pass along facts and not rumors. Keep an eye out for bargaining updates on the union website and update emails from our Union Office.

I cannot say this sentence enough: **FILE YOUR INCIDENT REPORTS ONLINE** even if someone tells you "Oh you really don't have to," or "just do an ABC chart," or "so and so doesn't file for that," or "but little Jonny didn't *mean* to do it." Did you know INTENT is not a legal factor in filing incident reports in British Columbia? At some point in time, collective action made that change happen for our province. So, when "little Jonny hit you in the eye with a book he threw behind his head, oblivious to the fact you were even there, and two days later you have migraines or visual issues," guess what, by filing the appropriate paperwork you may be able to use less sick time because you filed appropriately so WCB can approve a claim. Failure to file authentic reports (Online Incident Report and/or WCB forms) is a major contributing factor to our current working conditions. Support one another and file your reports! Yes, for near hits, yes for verbal abuse, yes for a paper cut, yes to unreasonable workload demands, yes for a kick/hit/slap/spit etc., yes for exposure to WITNESSING any/all above to another employee! Collective action **CAN, WILL and HAS** made a difference. *\*\* If you didn't file it, it didn't happen: no matter how many people saw it or how many times you documented it in a binder\*\* = Our employer's current point of view. DH&SC*

Thank you to those that came out to the EA Unit Meeting held on Apr. 13. We (Amanda Williams and I) are really hoping to provide another EA Unit Meeting before postings in June so keep your eyes out for information on a time and day. We are both aware at how busy EAs lives are (working additional jobs, raising families, running errands, family commitments etc.) and know that there is never an ideal time or day to hold a meeting to ensure everyone can attend. We do take that into consideration when we plan these events and try to schedule them as best we can around many fluid variables. Just a quick and friendly reminder to always 'get it writing' if your admin tries to make a deal with you because far too often they won't recall without it.

It's that time of year again, the dreaded time for staff to start speculating on their school's predicted hours and how it impacts them. Please be mindful that some members will be carrying that additional stressor daily so check in with each other and/or utilize the Employee & Family Assistance Program (Lifeworks: 1-888-625-1136 or sd36.lifeworks.com and use district email address to log in.) for any additional supports you may need. If you have special certificates and/or credentials (Ex: Braille, Autism etc..) please make sure HR has a record PRIOR to attending posting meeting or have a hard copy present at the time of posting. If it's not on their file and you don't have it then you may not be awarded the

posting. Keep your eyes open for important dates regarding postings, bumping and placement meetings and ensure you take note of the time and location of any meeting. With Covid restrictions lifting things are starting to transition out of zoom/teams or hybrids.

I am, as well as all other bargaining committee members, learning and prepping as best as I can for the upcoming round of our Local Bargaining with the Surrey School District. Also, I have been fortunate enough to have opportunities like: Mental Health First Aid course, Psychologically Safe Workspaces courses. I was especially honoured to be selected by the membership as one of the delegates for Local728 representation at CUPEBC Convention. Let me just tell you all, it was a powerful event full of passionate delegates all advocating for similar issues: fair wages, less violence, more apprenticeships, more \$\$ to keep up with the insane growth of inflation and housing in our province. Many of the CUPE 728 delegates spoke up at the microphones to resolutions that affect our members and vocalized the need for more funding, equity rights, Truth and Reconciliation Actions, WCB improvements, contracting out and overall more support. EAs, our issues in our district were echoed throughout BC. The underfunding, the retaliations of filing Incident Reports, improvements to Bullying and Harassment policies, the need for PREP-time, Collab-Time, violent workspaces, the physical and psychological effects of our day to day workloads impacting our daily lives inside and outside of work, lack of communication at many levels, inequity in education from acquiring a certificate/diploma with condensed courses (lack of critical skills to perform the job specifications), livable wages, and low pensions. At the current rate, many EAs will be shocked to learn they only earned a 'part-time' pension as our work week is 27.5 - 30hr week (+ LIF which fluctuates and is never a guarantee for all members). I was able to echo those concerns a couple times to all the delegates when I spoke up on behalf of CUPE728 EAs at microphone 3.

Additionally, I sat in solidarity with the CUPEBC Environmental Committee during Convention on stage as our Chair gave our report, attended CUPE Indigenous Members Caucus meetings, supported many during their, emotional speeches, their truths, it was such an honour to be a part of that and bear witness to a political and societal shift. Attended CUPE Metro Caucus with our 2<sup>nd</sup> VP, Debra Merrier and Student Support Shop Steward, Nora Hooper on Thursday evening of the Convention and lucky Nora won a door prize book (The Skin We're In) from a guest speaker, Desmond Cole. Thank you again for supporting your delegates and endorsing them to represent Local 728 and speak in favour of the resolutions that will affect positive change for our members.

In Solidarity, Joleen Turgeon



## EA SECONDARY/SPAREBOARD

I wanted to take this opportunity to thank everyone who came to elections and voted. Wow!!! What a day!! Our members came out & let their voices be heard!! I am extremely grateful and honoured that you have allowed me to continue for the next term as your Shop Steward for Secondary/Spareboard.

I was fortunate to attend CUPE BC Convention. What an experience. So much learning, educating & compassion. Met so many wonderful & passionate Members from other Locals. One of many highlights was every morning Elder Sam George held Smudging Ceremonies. It was an experience & emotions I will never forget & I am extremely grateful to have had the opportunity to participate.

As we start approaching the end of our school year term, take a minute to reflect on how much you have accomplished from September to now. Check in with one another & please reach out to myself or any of the Shop Stewards as well as our Employment Family Assistance Program (EFAP) if you just need someone to talk to. We are all hear for one another.

In Solidarity, Amanda Williams

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### CLERICAL

Hello Clerical Members!

First of all, I want to thank you for your vote to send me to the CUPE BC 2022 Convention. This was definitely the best Convention I have attended to date! There were many serious concerns raised by a variety of Committees and members of CUPE from many locals. I was a first-time speaker at this CUPE BC Convention and spoke many times on a variety of resolutions at this convention. When these resolutions are passed by members on the convention floor, these are concerns that are put forward to the government and this is how we rally for change. I spoke to the K-12 Committee. I stood up at convention asking for support with clerical and help with first day replacement telling them that we are drowning. Sharing some stories of how workload is affecting members and their mental health.

I also spoke to the Transportation Committee Resolutions (which I am a member). The need for dash cams for school buses. This is shocking to hear, but a member from the north got up to speak and share that last month over 100 people blew past that stop sign when it was out! It is a sheer miracle that no child was hurt or worse. There was also a resolution to have satellite phones on buses without cell service. Imagine if that was your child on that bus and those buses were without cell service for 2 hours! A lot can happen in 2 hours!

Another serious topic brought up in a resolution that was brought to the floor, is violence in the workplace! Violence is not in our job description. I agree whole heartly and spoke to the fact that it also affects people that WITNESS the violence! I myself have my own story like many of you I am sure, being a witness to violence. This affects your mental health and this

is unacceptable. I believe this also sends a message to students that there is an “acceptable” level of violence at school. If it happens at school, then it is ok for them. This is NOT ok! No one deserves to go to work and not feel safe.

All of these resolutions passed, most of them unanimously! What this means is CUPE BC will lobby the government for change. Hopefully these issues will hit the floor at the Legislature and change will occur. I am proud that we are affiliated with CUPE BC. We are working towards Truth and Reconciliation with our Indigenous members and all Indigenous people’s. There is a lot more work needed here and I am committed to do my part to work towards Truth and Reconciliation. There was also a lot of work done towards diversity, equity and inclusion. I am proud of the work that we do. The issues that were raised by all members and the education that happens at these conventions is very important. There were stories shared from many members that had the convention floor in tears. Some of the stories were very raw and emotional.

Finally, I hope you all were spoiled for Administrative Professionals Day! Thank you again for voting for me to go to CUPE BC Convention. This is where change happens!! Remember to take care of yourselves and each other.

In solidarity, Shannon Levinsky

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### COMMITTEE CORNER

#### SCHOOL BOARD ACTION COMMITTEE

At the April 13, 2022 Board Meeting, a few students from Gr4-8 shared their Science Fair Projects. Sheila Raikadroka from New Westminster & District Labour Council shared a presentation on April 28<sup>th</sup> Day of Mourning and discussed that the pandemic has exposed the lack of protection for workers as a result of occupational illnesses and diseases. “There can be no economic argument that stands against the lives and health of working people and the impact on their families”. Unfortunately, young workers are at higher risk of injury because they are often unaware of the risks, like the right to refuse unsafe work (info was recently emailed out to membership so if you didn’t get it, please contact the union office). The Ministry has approved a Fleetwood Park Sec addition along with \$3M minor capital projects. The committee did ask the Trustees if there was a financial cost to getting BC’s Top Employer award, what incentives they will be using to not have staff use their vehicles (see March’s report) and how that will affect those that work at multiple sites, and the reasoning for the \$500,000 decrease in EA funding. When we receive the responses, we will update the membership.

#### ANTI-CONTRACTING OUT COMMITTEE

Recently, the Union met with SD36 regarding the 2022/2023 AFG (Annual Funds Grant). This list shows many of the jobs that will be coming up and suggests which jobs will be in-house and which will be contracted out. Some of the jobs that

may be contracted out were duties that were outside CUPE's Job Specs, had been contracted out in the past or jobs that are too big for the department(s). While we appreciate that our district itself is growing exponentially, it is frustrating that the departments are not growing at the same speed. The districts 'Budget Consultation' ended March 4, 2022 and we will be looking to see if funding will be going towards expanding the departments that are affected by the budget.

FYI: did you know that it's CUPE's role to paint the inside of a classroom? In order to ensure that CUPE members are doing CUPE work, if you see (or even if you're not sure) contractors at your work, please send a message to the Union Office so that we can look into it.

Lastly, the committee would like to send out a big Thank You to Amber. We wish you well!

#### HEALTH & SAFETY SUB-COMMITTEE

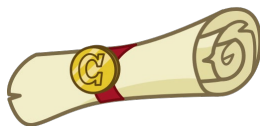
At the time of writing this, I am preparing to attend a workshop offered by the BC Federation of Labour. As a member of our Occupational Health and Safety Sub-Committee, I have been given the opportunity to learn the fundamental principles of workplace health and safety. I will learn the legal responsibilities, and duties of the Joint OH&S Committee and Worker Representatives. The course teaches about Provincial and Federal safety legislation, workers' rights, including the right to refuse unsafe work. Unsafe work is becoming more of a hot button topic with our employer, even as we slowly begin to recover from the pandemic. I'm grateful to the OH&S Sub-Committee for voting to send me to this workshop. Education is a vital component for keeping our Local aware of our rights and responsibilities. I look forward to sharing my learning with brothers and sisters at my job site as well as our general membership. I encourage everyone to research the many committees our Local has set up. It is a great way to participate, learn and grow the strength of CUPE Local 728.

In solidarity, Lisa Kennedy

### CUPE BC

## Aubrey Burton/Reg Ford Memorial Scholarship

CUPE BC offers the Aubrey Burton/Reg Ford Memorial Scholarship to CUPE members, their spouses or their children at a level of four scholarships of \$500.00 each. To apply for the scholarship please visit [www.cupe.bc.ca](http://www.cupe.bc.ca)



# ELECTION

## RESULTS FROM APRIL 23, 2022

*We want to congratulate and welcome  
all the new and returning officers*

### *Your 202/23 Executive Board*

**President** - Tammy Murphy

**2<sup>nd</sup> Vice President** – Debra Merrier

**Recording Secretary** – Karen Nicoletti

**Caretaker** – George Hardy

**Clerical** – Shannon Levinsky

**Education Assistant Elementary** – Joleen Turgeon

**Education Assistant Secondary/Spareboard** Amanda Williams

**Maintenance Trades** – Mark Kawakami

**Maintenance Non-Trades** – Adam Truman

**School & Community Support** - Douglas Troy Syvret

**Student Support** – Nora Hooper

**Communications Officer** – Amber Wynn

**Executive at Large One** – Allan Henricks

**Executive at Large Two** – Manny Tunchez

**One (1) Trustee for Term 2022 – 2025** – Eric Jaworski

**Sergeant at Arms One** – Cassie Deezar

**Sergeant at Arms Two** – Sheila Simpson

**Three or more (3+) members to the Entertainment Committee** – Edward Parsotam, Amanda Williams, Theresa Pidcock, Lisa Kennedy, Betsey Cadamia

**Thank you to all the members that came out and voted.**



# APPLICATION

## THOMAS G. ELLIS MEMORIAL SCHOLARSHIP

AND

## CUPE LOCAL 728 SCHOLARSHIPS

When you complete this form, you are applying for the scholarships. The Thomas G. Ellis Memorial Scholarship for two thousand (\$2,000) dollars, CUPE Local 728 Scholarship for one thousand (\$1,000) dollars, two (2) one thousand (\$1,000) Scholarships for students who identify as Indigenous and two (2) five hundred (\$500) dollar scholarships to be awarded by random draw (exclusive of the successful recipients of the two preceding scholarship awards).

The scholarships are offered to Local 728 member's children graduating from Grade 12 in June 2022.

***Applications should be submitted with written notification of acceptance from a post-secondary educational facility, accompanied by a transcript of your marks as received from the Department of Education in Victoria and the completed form below, not later than September 23, 2022.***

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Return to: [office@cupe728.ca](mailto:office@cupe728.ca)

**NAME OF APPLICANT**

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**PARENT/GUARDIAN**

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**ADDRESS**

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**TELEPHONE NUMBER**

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**BIRTHDATE**

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**SCHOOL ATTENDED**

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**UNIVERSITY/COLLEGE APPLICANT PLANS TO ATTEND**

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**DEGREE/CERTIFICATE SOUGHT**

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