

# CHRONICLE

## CUPE LOCAL 728

Volume 49 – Issue 06  
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June 2022  
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Follow us on Instagram at CUPE728

### June 15, 2022 - GM

The June 15<sup>th</sup> GM will start  
at 6:00 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/zoom/register/tZMtcOisqj0jHdCCAb3GodR8\\_9voENyCCfUy](https://us02web.zoom.us/join/zoom/register/tZMtcOisqj0jHdCCAb3GodR8_9voENyCCfUy)

**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.

EA Elementary - Joleen Turgeon.....778-808-4483

EA Sec/Spareboard  
Amanda Williams.....604-818-2019

Clerical - Shannon Levinsky.....778-808-3917

Caretaker – George Hardy.....604-812-2611

MT - Non-Trades – Adam Truman...604-813-1799

MT - Trades – Mark Kawakami.....604-723-1921

School & Community Support (Attendants)  
Temp – Allan Henricks.....604-341-6627

Student Support – Nora Hooper.....778-808-5823

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

### AGENDA

#### *All Motions must be submitted in writing*

1. Elect a School & Community Support Executive Shop Steward
2. Elect Standing Committees:
  - District Health & Safety
  - Health & Safety Sub-Committee
  - Constitution and By-Laws
  - Political Action
  - Pension Committee
  - School Board Trustee Action
  - Education Committee
  - Women's Committee
  - Human Rights & Equity
  - Anti-Contracting Out
  - Young Workers

Please go to our website: [www.cupe728.ca](http://www.cupe728.ca) and look under Constitution & Bylaws for descriptions of committees.

**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 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 have a Special Meeting on September 24, 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 \$1,000 to Canadian Red Cross for Ukraine relief program.

**Notice of Motion** - \$3,000 for Welcome Back BBQ

**Notice of Motion** - \$15,000 for the Adult Holiday Party.

**Notice of Motion** - \$10,000 for Children's Holiday Party

## PRESIDENT

The end of school is right around the corner and for those 10-month employees you have made it and I hope you enjoy your summer. For our 12-month employees, I hope you find some time to rest and recuperate from the long school year. Everyone works so hard, and it does not go unnoticed. Take some time for yourself.

Reminder that Committee elections will be in June. This is a great way to start getting involved with the Union. New and returning people are always welcome.

The Stat arbitration started June 1. We began in mediation with no movement, followed up on June 2 with our arbitration. The presentation of our evidence and depositions went well. We feel our case is strong but there are never any guarantees. The verdict should be in at the beginning of July so any compensation will need to wait for September school year.

As of right now Provincial bargaining is still on a pause. Provincial Bargaining usually is completed before we begin local bargaining so at this point, we have not started local bargaining. Hopefully in the summer we will be back at it, if not in September.

Our Local bargaining survey is out now, and I am hoping that you all have had the opportunity to do it. This puts us in the direction of what the membership wants the most on a Local level. This information allows us to put together and present the best proposals. We will be looking to bring Local proposals in to ratify early in the 2022/2023 school year.

Also, in September the Bylaw Committee will be presenting the new proposed bylaws. Please come out on Saturday September 24, 2022, at 10:00am to go over it and vote.

I hope you all have a wonderful Summer! Stay Safe.

In solidarity, Tammy Murphy

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## 1<sup>st</sup> VICE PRESIDENT

As we approach the end of the school year, I would like to thank all our CUPE Members for staying the course. For those whose year ends in June, thank you for your hard work and we hope you get some much-needed rest over the summer. For those of you who are working, thank you for all you do. We hope you get to take some vacation time to take care of yourselves.

As you all know the Provincial bargaining is on pause, but your Executive is working hard to get proposals done for our bargaining table with the Employer.

My goals for September are to keep the grievance meetings going with the Employer and to settle for our members, we have several arbitrations to get done and I have spent much time on timelines for each one for when it is time for National to present. I have learned so much this year and will strive to

continue to learn in my role as 1<sup>st</sup> VP. I am off in the summer, but I will be available to our members and have committed to spending some time on grievances over the summer. I will also be filling in for Tammy when she takes holidays.

In solidarity, Theresa Pidcock

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## EDUCATION ASSISTANTS

And just like that we are ending another school year. I know this year has had some challenges, but we have taken it in stride making sure not only are our students needs being met but also ours.

### Reminder in some important dates:

- **June 16** - EA Unit Meeting, 4:00pm via Zoom.
- **June 20th** - EA/ABA Posting available for viewing on the HUB
- **June 23rd** - 1:30pm deadline for e-mail submission if not attending Posting Meeting in person
- **June 24th** - EA/ABA Posting Meeting – in person at Bell Theatre. ABA @ 8:00am, EA & 10am
- **July 29th** - Postings for Bumping Meeting available for viewing on the HUB
- **August 3rd**- EA Bumping Meeting, 8:30 am @ DEC, Room 2020.
- **August 8th** - Postings EA Bumping Meeting available for viewing on the HUB
- **August 9th** - EA Placement Meeting, 8:00am @ Bell Performing Arts Centre

As we start approaching the last few weeks, days, hours & minutes think back to the beginning of the year & look how far not only your students have come but also how far each & everyone one of you has come. You have all done a fantastic job!!

Enjoy your summer & have some amazing adventures. See you all in September!!

In Solidarity, Amanda

### CUPE 728 would like to send condolences to the families of the following members:

|                |                 |
|----------------|-----------------|
| Maron Jenkins  | Navinish Prasad |
| Evelyn Bohmer  | Kevin Wesley    |
| Sheilah Jenion | Nisha Zima      |
| Olivia Lee     | Kevin Liu       |

*From all of us at CUPE 728. May you find comfort in those around you during this difficult time. With deepest sympathy, as you remember your loved one.*



# SECRETARY TREASURER

## Secretary Treasurer's Numbers for April

- 756 written JEIS communications not including phone & text conversations
- 93 new members / 5289 CUPE employees / 4713 pay dues / 1192 are FT at 37.5 hrs
- OT/Dues, May 14, 2022, SMM, MSC refund back to June 2021, request sent to SD36 May 16, 2022
- 7 Benefit Fund cheques issued for member assistance: \$ 5,832.50
- 10 Benefit Fund cheque issued for members leaving with 10+ years of service: \$ 2,075.00

### EXECUTIVE MEETING MOTIONS CARRIED:

May 9, 2022, <250 for an elder to attend September 2022's GMM

### JEIS / MEMBERS OFF WORK 6 CONSEQUITIVE WORKDAYS OR LONGER:

Pro D Day sessions on "what you need to know if you're away from work due to illness or injury" was a success, we had over 350 members in attendance throughout the day and I want to thank those who participated by asking questions. If you know anyone who may be in need, please direct them to the union so we can get them the answers they need to be well.

After 31 days of an unpaid leave of absence, your benefits terminate unless you have prearranged with the Employer to pay them personally while away. Benefits, once cancelled, are not reinstated until you have been back to work for 3 months.

### Referrals from PEBT:

| Month         | 2019       | 2020       | 2021       | 2022       |
|---------------|------------|------------|------------|------------|
| Jan           | 79         | 67         | 45         | 142        |
| Feb           | 61         | 62         | 43         | 99         |
| Mar           | 36         | 57         | 84         | 44         |
| Apr           | 53         | 36         | 73         |            |
| May           | 66         | 11         | 55         |            |
| Jun           | 59         | 35         | 61         |            |
| Jul           | 16         | 17         | 25         |            |
| Aug           | 11         | 4          | 16         |            |
| Sep           | 64         | 96         | 75         |            |
| Oct           | 76         | 71         | 61         |            |
| Nov           | 76         | 87         | 111        |            |
| Dec           | 65         | 65         | 68         |            |
| <b>Totals</b> | <b>662</b> | <b>608</b> | <b>717</b> | <b>285</b> |

### NOTES:

All time/hours beyond 7.5 hours daily Monday through Friday are NOT compensated in anyway. Any additional time is on our own accord and considered voluntary as part of the role.

Anyone wanting more information on financials or JEIS is invited to email or call me so we can arrange a time to talk or

view information, please let me know and I will do my best to accommodate your requests.

### SICK BANK:

This is a pool of donated time/hours funded by dues-paying members at a predetermined percentage rate that is agreed upon by the union and the employer, to meet the needs of its members. It is used as an alternative to short term disability (our employer doesn't offer this benefit) and as a top up to CORE long term disability benefits from 60% to 70% after the 2-year change of definition marker. These funds may be used, upon qualification, to provide a source of income to our members that have run out of district paid sick time and may be available to assist in the initial 120-day elimination period prior to long term disability approval.

As per article 15 in the collective agreement, a 12-month employee paid for 7.5 hours daily would earn and/or accumulate 20 days of sick time per year. At present, this employee donates 12% of their annually accumulated sick time (2.4 days) to the sick bank pool and retains 88% for personal use (17.6 days).

120 days is a milestone as it is the turning point into long term disability if you qualify by meeting their definition of disabled. Refer to PEBT.ca for more information.

The sick bank, pool of funds, isn't cash. It is a formulated calculation based on percentages of incomes and averages. When we hear we have an accumulation in the sick bank account, it's a theoretical calculation that only becomes a cost when the funds are used or drawn upon. Currently it appears we are contributing just enough to cover our draws which means what we are doing is working.

In solidarity, Cory Hyslop

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## STUDENT SUPPORT

The past few months have been busy with unit meetings, CUPE BC Convention, elections and many calls and emails. Many of the calls I've been receiving are in regard to stress and burnout in the workplace. This week I am attending a weeklong training in dealing with Mental Health and stress in the workplace and I'm hopeful that this will give me better tools for assisting you on your calls and with your questions.

We are coming up on posting time for many of our Student Support positions. This is always a very stressful time, as we receive our hours for next year, and find out about changes to our positions both positive and negative. Please contact me if you have questions or concerns about this process. CYCW postings come out June 17th and are due on the 20th and ABA SW postings will be out on June 20th and the posting meeting is at 8:00am on June 24th at the Bell Centre.

I hope you all have a great last month of school and I wish you all the best for the summer.

In solidarity, Nora Hooper

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

I would like to thank (Meegwetch) all the Members and Sponsors including HEU, CUPE BC, MoveUp, HR&E Committee, Executive 728, Delta Local and 7 Witness, Drummers & Singing and all the volunteers for your support and time on the Red Dress Event on May 5, 2022.

### Sick Bank Disbursements April 2022

- EA's – 33
- Caretakers – 8
- Clerical – 7
- Maintenance Trades and Non-Trades – 1
- School & Community Support – 1
- Student Support – 13

Check out minutes from the last Sick Bank Committee meeting, May 14, 2022.

Remember Shop Stewards if you have a unit meeting, please let me know as I would like to join and support you and the Members.

In solidarity, Debra Merrier

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## CARETAKER

I just wanted to say that both May as well as April have been very busy indeed. I have been fielding a lot of calls and emails. Primarily the questions have tended to revolve around Banked OT. So, just for the record, overtime may be banked **“Where both employee and supervisor agree in advance to time off in lieu of overtime, the employee may bank the overtime.”** Now as for actually using your banked time, **“The time off will be taken at a mutually acceptable time which is convenient to the needs of the department.”** Please refer to page 32, Article 10:14 of the Collective Agreement for additional details. Please feel free to call if you have any questions.

In solidarity, George Hardy

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## SCHOOL & COMMUNITY SUPPORT

Hi everyone, I just want to introduce myself, my name is Allan Henricks your temporary Executive Shop steward. I'm here to help you our members with all of your concerns you may have. I have served on the local executive for five years in a variety of roles. I am very knowledgeable in Health and Safety and a variety of different aspects of the union. We need more members from the School and Community Support department to come out to our General Membership Meetings and get the information all members deserve. Our next meeting is Wednesday, June 15 at 6pm on Zoom. Please register through the website. We will be holding an election for your new Executive Shop Steward, only people from this department will be allowed to vote. We need to make sure your department is properly represented at all levels especially during meetings between members and management.

If you have any questions and concerns, please email me at [ssattendants@cupe728.ca](mailto:ssattendants@cupe728.ca) and I will be happy to assist you.

In solidarity, Allan Henricks

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## CLERICAL

Hello Clerical Members!

By the time you read this you will already know that they are not changing the clerical entitlement process. I am as disappointed as all of you that the district did not move forward with a positive change to the entitlement process and make the changes needed **AFTER** the 1701's in September. I will continue to advocate for this change!

This has been the longest year ever! I know the workload has been unbearable. I am truly at a loss as to what to say to improve the dire situation. We are writing a letter that will be going out to your personal emails for you to sign (if you choose to) and send. In order to do this, we need your personal email, please make sure that it has been sent to [office@cupe728.ca](mailto:office@cupe728.ca). If you would like more information about this, please reach out.

There is a survey going out! It really is! I know I said that last month, but we were in the testing phase and just making a few finishing touches so keep an eye out! (It will be sent to your personal email).

This month has been extremely busy! So many calls, emails, and messages that it was hard to keep up! If I missed anyone, I am sorry! Please reach out again! Just a reminder that all Shop Steward positions are volunteer positions and that we do not get paid. We volunteer on lunches, after work, in the evening and on weekends. We cannot do union business while at work unless it is on a break. Thank you for your understanding.

For our 10-month employees, we are only a few short weeks away from a well-deserved break! Take some time and do the things you love with those that you love! For our 12-month employees, I hope you get some holidays and get to spend time with those you love and to do the things you love as well!

I will sign off with this for the summer. Remember be kind to one another. We are all in this together! We are stronger together! Enjoy your break all!

In solidarity, Shannon Levinsky



# COMMITTEE CORNER

## Health & Safety Sub-Committee

I hope that this finds you healthy and safe in the workplace. As we head into the last month of school, we want to stress the importance of taking care of yourself and continuing to report incidents and workplace safety concerns. It can be a very stressful time for some of us, as we find out about position changes and possible new assignments. Take the extra time for self care and make sure you are continuing safe work practices.

Four members of the OH&S Sub-Committee are attending Spring CUPE Education over the week of May 30. This is a very important opportunity for us to learn and bring information back to you, the members. We thank all the members of CUPE 728 for this amazing opportunity to add skills and learning to our toolboxes. Our next meeting is June 11.

In solidarity, The OH&S Sub-Committee

## Human Rights & Equity Committee

Qmunity

Here at CUPE 728 we would like to ensure that we have a safe, equal, and valued workplace for all. The push for acceptance in the workplace has been a battle as not all recognize and have similar beliefs on others personal choices therefore leading to a very intimidating atmosphere at the workplaces. We are constantly working with Surrey Schools in developing Equity and Diversity education for both staff and students. Recognizing that not all are comfortable with their personal situations at the workplace we would like to extend our hands and help in assisting in educating. Employee family assistance programs are available to employees upon request, and we would like to also highlight the Qmunity resource center.

**Qmunity** is BCs Queer, Trans, and Two-Spirit Resource center, which is available to those seeking assistance guidance or help. Qmunity is a Vibrant, Diverse, and celebrated community where individuals are empowered to live their lives full, free and from discrimination. They are committed to assist in creating inclusive and safer spaces and Value complex intersectional identities and operate from an anti-oppression framework.

This partial government funded Resource center is an accessible tool for all members to reach out and work with at their own pace. We at CUPE 728 encourage those that are seeking or shy to please reach out for information and they will be sure to assist. For more information please visit:

[www.Qmunity.ca](http://www.Qmunity.ca)

In solidarity, Human Rights and Equity Committee

## **SURREY Pride**

The Human Rights and Equity Committee and Entertainment Committee are seeking your HELP!

SURREY Pride is on June 25<sup>th</sup>, 2022, at Central City from 3:00pm – 9:00pm and we want to see you there!!!

Come and share the love and laughs and participate in all the events, concerts, and demonstrations.

Hope to see you there!

In solidarity, Human Rights & Equity Committee



### **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 the CUPE 728 webpage for an application or email the Union office at [office@cupe728.ca](mailto:office@cupe728.ca)

### THANK YOU NOTES

Below is a list of members who have sent in a thank you card/email this month after receiving flowers/gift basket or gift from CUPE 728.

**Angela K. – sympathy**  
**Betsey C. – sympathy**  
**Tammy P. – get well**  
**Michelle L. – get well**  
**Coleen H. – get well**

**Mercita O. – sympathy**  
**Gillian H. – get well**  
**Angie B. – get well**  
**Gabriela C. – get well**

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.





In June we commemorate both National Indigenous History Month and National Indigenous Peoples Day. National Indigenous Peoples Day was founded in 1997 and is celebrated on June 21, the summer solstice and Indigenous History Month was first recognized in 2009.

This month is a great opportunity to learn and reflect on Indigenous History in Canada, Truth and Reconciliation and the ongoing issues faced by the Indigenous Peoples of Canada (Turtle Island). The Indigenous peoples of Canada include First Nations, Metis, and Inuit peoples.

Some of the ways you can learn and take part in this month are through reading and acting on the calls to action from the Truth and Reconciliation Commission, learning and including a territory acknowledge in your practices ([nativeland.ca](http://nativeland.ca)) is a good place to learn whose territories you live and work on), attend an event in your area celebrating Indigenous culture and history, take a course (University of Alberta offers an excellent, free online course, Indigenous Canada through Coursera), listen to an Indigenous podcast, music or watch programming or documentaries about Indigenous culture and issues (APTN is a good source), learn about cultural safety through YouTube and online courses, and supporting your Local Indigenous run businesses.

While you embrace learning and celebrating Indigenous culture throughout June, please also remember the ongoing issues facing these cultures such as systemic racism, lack of clean water on reservations, the Missing and Murdered Indigenous Woman and Girls and two spirit peoples, high numbers of youth in care, poverty, and the fight to live on and govern their homelands.

In solidarity, The Human Rights & Equity Committee

# 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**

---

**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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