

# CHRONICLE

## CUPE LOCAL 728

Volume 49 – Issue 07  
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September 2022  
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### September 21, 2022 - GM

The September 21<sup>st</sup> GM will be a Hybrid meeting. You can attend in person at ***L.A. Matheson or Via 'ZOOM'***  
Meeting Start time 8:00pm

*Please join us prior to the meeting at 6:00pm for a welcome Back BBQ, in the parking lot*

***If attending 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/tZIpduutqzIqEtZvwWotJ9grW1IFf6tFU3XZ>

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

**PLEASE WEAR AN ORANGE SHIRT TO 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 – VACANT.....604-813-1799  
MT - Trades – Mark Kawakami.....604-723-1921  
School & Community Support (Attendants)  
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***

- a) Elect a Maintenance Trades Executive Shop Steward
- b) Elect an Executive at Large
- c) Elect fourteen (14) Delegates to the CUPE Metro Vancouver District Council
- d) Elect eleven (11) Delegates to New West & District Labour Council
- e) Elect ten (10) Members to attend the 2022 BC Fed Convention from Nov 21 – 25 in Vancouver.

**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

**Notice of Motion** – To increase the mileage/parking budget to \$10,000.

### **2023 BUDGET REQUESTS**

The deadline to submit a 2023 budget request is September 30, 2022.

Please submit via email to Cory Hyslop at [sectreasurer@cupe728.ca](mailto:sectreasurer@cupe728.ca)

***The district does not inform the Union*** if you have changed your address or contact information, if you moved over the summer or plan on moving, please update your address, phone number and/or email with the Union via email to [office@cupe728.ca](mailto:office@cupe728.ca) or call 604-576-2873

## PRESIDENT

I hope that everyone had an opportunity to take some well-deserved time to relax this summer and I am wishing you all an amazing new school year. Welcome back to all those returning to the schools.

We will be back at Provincial Bargaining on September 13<sup>th</sup>; I am hopeful for a better deal. We have had discussions with other groups bargaining right now and they are happy with what is being proposed. Fingers crossed our offers will be better, leading us to the local table in late October.

For those employees that worked overtime from June 2021 to January 2022 the overtime dues adjustment should have been added to your pay stubs for September 9<sup>th</sup>. Please contact your shop steward if this has not happened.

The Right to Refuse language changes were sent out and are uploaded on the website please take the opportunity to read them and familiarize yourself.

Our General Membership meetings will now be hybrid meetings, allowing for more opportunity for member participation. Please bare with us as we may have a few kinks to work out in the first few meetings, but I am hopeful that this will be a great way to keep all involved.

The first General Membership meeting will be held on September 21<sup>st</sup>, at 8:00 pm, however we will be holding a welcome back BBQ for all those that can attend at 6:00pm in the parking lot. There will be some of the endorsed candidates for Trustee there as well as City Council. The GM will be at L.A. Matheson, looking forward to seeing you all there.

September 30<sup>th</sup> is Truth and Reconciliation Day which is to honour and remember the victims and survivors of residential schools. This is being recognized as a statutory holiday by the school District, so there will be no work that day. Please watch the website for events you can attend on that day to show your support.

In solidarity, Tammy Murphy

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

I hope everyone had a great summer!!

It is a new school year which means new students, new staff and for some of us new schools. I want to welcome all new hires to our district. Please look on our CUPE 728 Facebook page for dates and times of our general

meetings. I would love to see you come out and have you meet your executive!

*Things to remember through out the year.*

- Listen with curiosity, speak with candor, and act with integrity.
- Treat everyone with kindness not because they are kind-hearted, but because you are.
- Don't try to make yourself great by making someone else look small. The moment you think you have the right to belittle others because you are better than they are is the moment you prove you have no power.
- Remember, everyone has a story. It may be something they've gone through in the past or something they're still dealing with but remember that behavior doesn't happen in a vacuum. Everyone has inner battles and issues.
- We don't meet people by accident. Every person you meet will have a role in your life, be it big or small.
- The best teachers are those who don't tell you how to get there but show the way.
- Never look down on someone unless you are helping them up.
- Appreciate those who have supported you, forgive those who have hurt you, help those who need you.

May your year be filled with many triumphs.

In solidarity, Theresa Pidcock

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## SECRETARY TREASURER

Welcome back to the 2022-2023 school year!

A reminder, the unions financials operate on a fiscal year of January to December. All committees have been advised, by the office, that their budgets are due no later than September 30, 2022. **Submissions should include the committee's name in the subject line with the words budget 2023** and the request should be in simple point form included in the body of the email. Local mileage isn't necessary however any food/beverages, committee meeting costs, book off, events, and/or supplies needs to be included in the math. Committees are voluntary and not allotted book off time so if your committee needs some, please include it in your requests and use the union average for 2023 of \$290. per day.

Some members cost more, some less, and members may change during the year which is why we use an average.

**Overtime Dues adjustment:** we have been informed it will be on the 202218 pay period which is the September 9<sup>th</sup> pay date.

- Secretary Treasurer's Numbers for May 2022**
- 894 written JEIS communications not including phone & text conversations
  - 93 new members / 5289 CUPE employees / 4713 pay dues / 1192 are FT at 37.5 hrs
  - 12 Benefit Fund cheques issued for member assistance: \$ 8,562.68
  - 1 Death Benefit paid for \$ 2,500.00
  - 16 Benefit Fund cheque issued for members leaving with 10+ years of service: \$ 5,495.00

- Secretary Treasurer's Numbers for June 2022**
- 731 written JEIS communications not including phone & text conversations
  - 54 new members / 5302 CUPE employees / 4647 pay dues / 1194 are FT at 37.5 hrs
  - 17 Benefit Fund cheques issued for member assistance for a total of: \$14,592.18
  - 2 cheques to families of members that have passed away for a total of \$5,000.00
  - 16 recognitions issued to members for flowers, etc. as per A. 7a & 7k for a total of \$1,183.14
  - 6 Benefit Fund cheque issued for members leaving with 10+ years of service for a total of: \$2,235.00

- Secretary Treasurer's Numbers for July 2022**
- 496 written JEIS communications not including phone & text conversations
  - 4 new members / 5259 CUPE employees / 3824 pay dues / 1196 are FT at 37.5 hrs
  - 5 Benefit Fund cheques issued for member assistance for a total of: \$5,133.24
  - 0 cheques to families of members that have passed away for a total of \$0.00
  - 5 recognitions issued to members for flowers, etc. as per A. 7a & 7k for a total of \$ 434.90
  - 46 Benefit Fund cheque issued for members leaving with 10+ years of service for a total of: \$ 17,690.00

**JEIS / MEMBERS OFF WORK 6 CONSECUTIVE WORKDAYS OR LONGER:**

- After 31 days of an unpaid leave of absence, even if you choose to pay the employer for your benefits while you are off, does not include access to Long-term Disability. **Long-term Disability will not be available until you have been back to work 3 months as per PEBT (Public Employees Benefit Trust) the benefit provider.**

**What is a Pre-Existing Condition? (As defined by PEBT our benefit provider)**

- A Pre-Existing Condition is defined as any condition or illness (whether diagnosed or not) for which a member was treated or attended on by a Physician, or for which drugs were prescribed, during the 12 months period immediately prior to the effective date of the Member's coverage under the Core LTD Program.
- As indicated in the PEBT Core LTD Program Text, no LTD benefits are payable for disabilities resulting from Pre-Existing Conditions unless the Member has worked twelve months of continuous Active Employment with their Employer after the date, they received Core LTD coverage.

**JEIS Referrals:**

Month	2019	2020	2021	2022
Jan	79	67	45	142
Feb	61	62	43	99
Mar	36	57	84	44
Apr	53	36	73	91
May	66	11	55	90
Jun	59	35	61	60
Jul	16	17	25	21
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>547</b>

**EXECUTIVE MEETING MOTIONS CARRIED:**

June 8: To purchase 10 First Nations blankets for Elders and Indigenous gifts up to \$320.00  
None in July or August

In solidarity, Cory Hyslop

## EDUCATION ASSISTANTS

Just like that Summer is over. A new school year with new adventure's ahead of us. If you are continuing at your previous school, please take the time to welcome new staff to their new roles. As well, thank you to all the amazing members who worked over the summer to ensure our schools & grounds were maintained & prepped for a fresh school year.

Remember to not only give the students we work with but also all students our very best & our undivided attention. That means no using personal devices at school while with students, personal devices are to be used before/after school & on breaks. If you are asked to use your personal device, ask for a Walkie-Talkie as the district will not cover personal devices in the event of damage.

It is also extremely important to fill out incident reports on ESS. These reports are to be filled out for: any type of contact, hits, misses, near misses, verbal abuse, witnessing incidents. This is how Safety Plans & Behavioural Support Plans come about & are there to help support not only the students but staff as well. Once you have filled out & submitted your form on ESS make sure you forward a copy to the Union, as the Union does not receive copies.

As we start this new school year remember to take time for yourselves, don't sweat the small stuff, do what you can do at the time, enjoy every day.

In Solidarity, Amanda

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## SCHOOL & COMMUNITY SUPPORT

Hi everyone,

I just wanted to introduce myself, Allan Henricks, to all of you in the School and Community Support department. I am an Education Assistant within the district but have served on our local's executive for the past 5 years in a variety of different roles over that time including bargaining. I stepped up to take on the challenge of serving as your Executive Shop Steward to make sure you are represented fully.

Please contact me through email at [ssattendants@cupe728.ca](mailto:ssattendants@cupe728.ca) or phone or text at: 604-341-6627 if you have any questions or concerns.

In solidarity, Allan Henricks

## STUDENT SUPPORT

Hi everyone!

I hope that you had a wonderful summer and had a good rest and time with your family and friends.

The start of a new school year can be a stressful time, regardless of whether you are in a new position or a returning one. Our schedules are unsettled, we have new staff to work with and often not ideal working spaces. Please try to be patient with uncertainties at the beginning of the year and give your admin a chance to get things in place. Let them know what you need and what your concerns are.

I am always available to you at [ssstudentsupport@cupe728.ca](mailto:ssstudentsupport@cupe728.ca) or at 778 808 5823.

Please use the above email to contact me, we cannot use our district email for union business, and I do not monitor Facebook.

Please take time during the next month to do something for yourself and give yourself a break from all the back-to-school chaos and excitement. We all do so much valuable work and are so important to our students that it's easy to take on too much and feel overwhelmed.

Take care of yourself. Have a great September and beginning of the year! I look forward to working with you all this year.

In solidarity, Nora Hooper

### 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.

<b>Cindy J. – retirement</b>	<b>Janine M. – retirement</b>
<b>Karen D. – retirement</b>	<b>Lisa E. – get well</b>
<b>Barbara M. - sympathy</b>	
<b>Louella V. – surrey pride</b>	

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.



## **SPECIAL MEETING**

THE SEPTEMBER 24, 2022, SPECIAL BUDGET MEETING HAS BEEN CANCELLED. It has been re-scheduled for October 22, 2022. *Please pre-register for this meeting by clicking link below*

[https://us02web.zoom.us/meeting/register/tZEIfuqqrjoiEtdq0\\_6Jf84HyZqOr2zX68de](https://us02web.zoom.us/meeting/register/tZEIfuqqrjoiEtdq0_6Jf84HyZqOr2zX68de)

## **COMMITTEE CORNER**

### **Health & Safety Sub-Committee**

Hi everyone,

We hope you have had a safe and fun summer and are looking forward to the upcoming school year.

Our committee is meeting soon to put our plans in place for the upcoming year and will be making monthly reports during the school year.

It is the time of year when Health and Safety site committees are being formed. Please consider volunteering for this important position. All committees must be made up of an Admin, and equal representation by CUPE and the STA. If more people wish to sit on the committee, then there are spots available, an election is to be held to determine who serves on site committee.

We would also like to draw your attention to new changes to the Right to Refuse Unsafe Work.

### ***Changes are as follows:***

- *Under the new rules, employers are required to notify workers in writing of any unresolved work refusal due to safety concerns. It also requires employers to tell the subsequent worker the specific reasons the first worker felt the task was unsafe. The employer must also explain why the task would not create an undue hazard to their health and safety.*

The full rules can be found at WorkSafeBC under right to refuse unsafe work. The important point here is that employers, or administration cannot reassign declined work without telling the worker why it was declined.

We wish you a safe work year and ask that you advise your site committee of any problems at your site. If you are not happy with the result, please contact this committee or your executive shop steward.

For emergencies, or situations that need immediate attention please call the CUPE728 office 604-576-2873. We look forward to working with you to make all of our workplaces safer and better places to work.

In solidarity, the OH&S Sub-Committee

## **National Day for Truth and Reconciliation**

Each year, September 30 marks the National Day for Truth and Reconciliation.

The day honours the children who never returned home and Survivors of residential schools, as well as their families and communities. Public commemoration of the tragic and painful history and ongoing impacts of residential schools is a vital component of the reconciliation process.

<https://www.canada.ca/en/canadian-heritage/campaigns/national-day-truth-reconciliation.html#:~:text=Wear%20orange,of%20residential%20schools>



**ORANGE SHIRT DAY SEPTEMBER 30**

***In support of National Day for Truth and Reconciliation We request that you wear an orange shirt at the September 21, 2022, General membership meeting weather you attend in person or via Zoom.***

# 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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