

# CHRONICLE

## CUPE LOCAL 728

Volume 49 – Issue 10  
5681 – 177B Street, Surrey, B.C. V3S 4J2  
E-mail: [office@cupe728.ca](mailto:office@cupe728.ca)  
Website: [www.cupe728.ca](http://www.cupe728.ca)  
[www.facebook.com/cupe728](http://www.facebook.com/cupe728)

January 2023  
Telephone: 604-576-2873  
Fax: 604-576-2871  
Follow us on Twitter @cupe728  
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### January 18, 2023

The January 18<sup>th</sup> GM will be a HYBRID meeting

**ENVER CREEK**  
Start time for GM is 8:00 pm.

*Via 'ZOOM' Link for both meetings*

**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:**

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

<https://us02web.zoom.us/meeting/register/tZctde2prz4vH9YlcdpKEMhk9uoYVd9MCXSG>

### AGENDA

#### All Motions must be submitted in writing

1. Motion: To send Shelley Saje Ricci to the CUPE National Women's Conference in Vancouver from March 12 - 15 to a cost up to \$1200.
2. To Vote on New By-Law – Committee Budgets. Old Business.
3. Motion: To donate \$500 to the NWDLC for June 24<sup>th</sup>, 2023 to feed the homeless at the Urban Mission.
4. Motion: All Committee Budgets should be set to \$500 to accommodate their in-person meeting costs and all other requests should be motioned to the General Membership at the GM Meetings.

### 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 – Gaylene Garceau.....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 – Andrew Truman...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.

happy new year  
2023

### PENSION SEMINAR

**When:** January 14, 2023  
**Time:** 10:00 a.m. – 2:00 p.m.  
**Location:** L.A. Matheson

*Please call the office 604-576-2873 to register*

## PRESIDENT

Hope you all had the opportunity to have some time to relax while school was on break. Hoping everyone a wonderful start to the New Year.

We are still in bargaining and have had the opportunity to have a temporary bylaw change this year. Last round of bargaining it cost us over \$30,000 to send out the Memorandum of Agreement and it needed to be out 10 days prior to the ratification date. This year with the deadline for bargaining was the 25<sup>th</sup> of January. To continue meaningful bargaining, we received permission to waive the 10-day Notice. As soon as we are done bargaining, we will post on the website under a password protected link.

If ratified, the district will back pay raises to the date of the Collective Agreement expiration. Ratification date will be on January 21<sup>st</sup> with Zoom link to be sent out after the General Membership Meeting. Please stay tuned, we are working hard to have a full agreement put forward to you all.

We will be starting up with our hybrid General Membership meeting again. Hope to have a great turn out in person and online. Lots going on and it's a great way to keep informed on what is going on in the Union.

In solidarity, Tammy Murphy

Please ensure to check out the bulletins on our website and the dates for ratification.

Once Bargaining is over, we will be getting right back on to grievances. We have one arbitration this month and will be setting up more in the coming months as well

Wishing you all a happy and healthy 2023!

In solidarity, Theresa Pidcock

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## SECRETARY TREASURER

### *Secretary Treasurer's Numbers for November:*

712 JEIS emails / 59 new members / 5293 CUPE728 members / 4594 paid dues / 1202 were FT at 37.5 hrs

9 Benefit Fund cheques issued for member assistance for a total of: \$ 6,799.51

0 cheque to members next of kin for a total of \$ 0.00

11 recognitions sent as per 7a & 7k for a total of \$ 866.67

44 Benefit Fund cheque returned for members leaving with 10+ years of service for a total of \$ 16,066.56

### *Executive Board motions carried:*

December 5: none

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

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	21
Sep	64	96	75	68
Oct	76	71	61	86
Nov	76	87	111	116
Dec	65	65	68	
<b>Totals</b>	<b>662</b>	<b>608</b>	<b>717</b>	<b>838</b>

### *Information:*

The 2023 Committee Budgets are still outstanding pending membership votes, until there is a vote, committees will need to have all monetary requests approved by membership at a general membership meeting.

Happy New year,  
Cory Hyslop, Secretary Treasurer



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

Happy New Year! I hope everyone had a great holiday and was able to spend time with family and friends. We still have a few more days of bargaining and should have something for the members shortly. Please be patient and know your executive is working hard to get it done.



## EA ELEMENTARY

### **EA Report**

Welcome back from a well-deserved Winter Break. The short days of winter will now start to get longer with more minutes of daylight for us to enjoy. Before we know it, it will be Spring Break! Hopefully you are feeling refreshed, rejuvenated and ready to get back to making a difference in student lives.

**Dec. 25<sup>th</sup> stat holiday:** We hope there was not too much confusion around your ability to take the Dec. 25<sup>th</sup> stat holiday during the Winter Break if that's what you choose to do. As we have reverted to the CA language, you now have the option to take the day in lieu as we did last year for Jan 1<sup>st</sup>. Our grievance with the employer continues as EA/ABA are being denied taking the day off except on a Pro D. We'll continue to keep you updated on the progress of that grievance.

**Incident Reporting:** Please remember to fill in online Incident Reports for injuries. This includes incidents that don't require time off. These reports are for YOUR benefit, not to try for an increase in student hours. All too often we find that you may need to show a pattern of difficult behavior in case you find yourself in the position of burn out. Remember to find a "safe" venting partner for the first step of debriefing. This is where you can vent and get all your "feelings" out without judgement. Then we can debrief professionally, looking at what went well and what we can change to make things better for next time. Low Arousal 101 – if it happened once, it's likely to happen again. Try not to take this personally as usually, we are the ones that need to change what we are doing. This is a learning/growing process and we know everyone is doing their best. Please forward all incident reports to your Steward, [office@cupe728.ca](mailto:office@cupe728.ca) and [healthsafey@cupe728.ca](mailto:healthsafey@cupe728.ca)

**Right to Refuse Unsafe Work:** Working with students that may have the tenancy to exhibit violent behaviors is becoming more and more common in our job. Know what your rights are and how to use them.

Effective August 22, 2022, WorkSafeBC has implemented amendments to the Right to Refuse Unsafe Work. Workers have the right to refuse unsafe work if they have reasonable

cause to believe that performing it would create an undue hazard to the health and safety of any person. Changes will now require **employers** to provide written notice of an unresolved work refusal to any worker subsequently assigned or allowed to perform that work, and to provide written notice of the reassignment to the joint health and safety committee or a union representative.

**When a worker refuses work under section 3.12, the employer must not require or permit another worker to do the refused work unless**

(a) the matter has been resolved under 3.12 (3), (4) or (5), or  
(b) the employer has, in writing, advised the other worker and a person referred to in section 3.12 (4)(a), (b) or (c) of all of the following:

- (i) the refusal;
- (ii) the unsafe condition reported under section 3.12 (2);
- (iii) the reasons why the task would not create an undue hazard to the health and safety of the other worker or any other person;
- (iv) the right of the other worker under section 3.12 to refuse unsafe work.

Visit WorkSafeBC for more information on the amendment.

- If you do refuse unsafe work, please contact your union asap so we can support you.
- Advise your Admin (Principal) verbally to make sure that adequate measures are taken to ensure everyone's safety.
- Look to the HUB for more information and a check list

In Solidarity,

Gaylene Garceau  
EA Elementary Executive Shop Steward



### **WARM WISHES TO ALL THE RETIREES OF 2022**

Wishing you Congratulations and Farewell  
to all of those dedicated  
CUPE Local 728 Members.

**FROM THE EXECUTIVE BOARD**

## CLERICAL

Happy New Year!!

Hoping everyone had some relaxation and family and friend time over the holidays! Speaking of holiday's...the STAT's have been a bit confusing this year. This is because of our arbitration. The arbitrator reverted us to our Collective Agreement Language of section 14.14:

*14.14 When any of the above-noted statutory holidays fall on an employee's scheduled day off;*

*or should an employee be required to work on a statutory holiday because the statutory holiday is declared to be a regular school day; the employee shall receive another day off with pay at a time mutually agreed upon between the Board and the employee.*

*If an employee is subsequently required to work on a day off scheduled in lieu of a statutory holiday, then statutory holiday overtime provisions will apply.*

This being said, when a holiday like Christmas this year fell on a weekend you would get banked stat pay to use later at a mutually agreed upon time.

For December 25<sup>th</sup>, the district has said that you will have this banked time put into your stat bank, so please keep an eye out next pay period.

As well for Christmas Vacation, please read this article for stats that fall on an employee's annual vacation time, 14.212:

*14.212 If a statutory holiday falls within or is observed during an employee's annual vacation*

*period, he or she shall be granted an additional day's vacation with pay for each such statutory holiday.*

When the boxing day stat falls on your "annual vacation time" you would be granted an additional day's vacation pay for each stat.

So that being said, for 10-month employees it is paid and with 12-month employees it is another vacation day. Hope this is clear as mud. If you have questions, please reach out to me.

To follow up, we are very busy bargaining and if I missed an email or a call, please reach out again. Reminder that all executive members except the President and Secretary-Treasurer are volunteer positions and we appreciate your patience during this hectic time. Keep an eye out for our bargaining bulletins and stay tuned for upcoming information! Wishing you all love and happiness in 2023!

In solidarity,  
Shannon Levinsky

## Mobilizing Committee

The Mobilizing Team's purpose is to encourage and engage our members to ensure they have the knowledge and understanding of bargaining.

We would like to thank our committed Site Reps for their time and support for updating our school bulletin boards. We will send out an email to the existing Site Rep volunteers confirming date and time to pick up packages.

***Site rep captain's here is your first task.***

The Mobilizing Team is preparing and getting everything ready to pick up. If you are interested in being a Site Rep, please reach out to the Mobilization Team. We would appreciate if the current Site Reps could please pick up their packages in January at the CUPE 728 office from 8:00am – 3:00pm January 16th or 8:00am – 4:45pm on January 17 or 18. If you can't make it to the office during those hours, please email one of the Mobilizing Team members to arrange pick up of your package after hours on one of the 3 days. The union office will cover your mileage from your site to the office to pick up your package. Please request an expense voucher from the office and they will explain how to claim your mileage.

***Bargaining update:*** Please continue to check social media platforms and the CUPE 728 website for all updates.

Cassie Deezar [execatlarge1@cupe728.ca](mailto:execatlarge1@cupe728.ca) Manny Tunchez [execatlarge2@cupe728.ca](mailto:execatlarge2@cupe728.ca)  
Debra Merrier [2ndvp@cupe728.ca](mailto:2ndvp@cupe728.ca)  
Amber Wynn [commofficer@cupe728.ca](mailto:commofficer@cupe728.ca)



## THANK YOU NOTES

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.



New Year & New Beginnings!!

Huge thank you to the Entertainment Committee, Executive & our President for all their hard work, late nights, giving up their weekends to make sure our members & families had an amazing time at the Children's & Adult Holiday Party.

The Children's Holiday Party was held at LA Matheson Secondary, who went above & beyond on decorating the school to make it a magical Winter Wonderland. We had some amazing events that took place, William the Magnificent Magician, Arts & Crafts, Cookie Decorating, Hot Chocolate Walk, Snacks & Caroling. Santa made a special trip in from the North Pole. This event could not have happened without the help from our amazing Volunteer Elf's.

Adult Holiday Party was held at held at Empire Banquet Hall. As soon as you walked into the hall you were greeted by Tammy & Theresa & transported into a Magical Holiday Atmosphere from the beautiful center pieces a 9' Frosty. We had some yummy food, games & prizes. We raised \$800 through the 50/50 Draw for the Surrey Food Bank. A huge thank you to Joey & Saba, our 2 fantabulous Bar Tenders who went above and beyond to make sure all of us were well hydrated.

It was so nice to connect & re-connect with everyone at both these parties & to finally be together again as our CUPE 728 Family. Now time to start planning for our 2023 Parties. So, make sure to keep checking our website, Facebook pages & e-mails for future events that will be happening.

Thank you again to the Entertainment Committee, Executive & President for helping make this event fabulous for our members.

