

# CHRONICLE

## CUPE LOCAL 728

Volume 50 – Issue 2  
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February 2023  
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### **February 15, 2023**

The February 15<sup>th</sup> GM will be a HYBRID meeting at 6:00 p.m. and location is TBD. We will email you and post on the website when we have a location.

**You must pre-register for this meeting using your FIRST AND LAST NAME even if you plan to attend in person as all voting is done through Zoom. You WILL NOT be let into the meeting unless you register using your first and last name.**

**Register in advance for this meeting:**

<https://us02web.zoom.us/meeting/register/tZwscuCoqD0qEtXaPUo18NzhsRyY8ysKe3dl>

**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 – 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.

### **AGENDA**

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

1. Old Business – Committee Budgets.
2. To Vote on New By-Laws.
3. ***Notice of Motion:*** To donate \$500 to the NWDLC for June 24<sup>th</sup>, 2023, an Indigenous month event.
4. Elect four (4) Members to attend the Spring 2023 Weeklong School in Kamloops from May 28 – June 2, 2023.
5. ***Notice of 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.
6. ***Notice of Motion:*** To send five (5) members of the Women’s Committee to the CUPE BC Conference in Vancouver from March 12<sup>th</sup> – 15<sup>th</sup> at \$1,000 per person a total cost up to \$5,000.
7. To Elect one (1) Trustee to finish the term 2021 – 2024.

### **Performance by the Surrey Firefighters Pipes and Drums**



## PRESIDENT

WE DID IT, BARGAINING IS DONE!! After 29 days we have come to an agreement that was ratified on February 4<sup>th</sup>. Please know that the bargaining committee worked above and beyond to bring back the best deal possible. There were things that were not achieved but it was not due to lack of trying. Though we had a large amount of money, we also have a large membership, and the money does not go as far as we would like.

I had the honour of attending Arbitration training level 1. Tons of homework but learned a lot. Theresa and I also won our mock arbitration. We gained many resources from not only our classes but from the many other people we met from different Unions throughout the province.

Please watch the website for updates on things going on as well as for Unit meetings being held by various departments.

We have been tremendously busy, and I am looking forward to things getting back to normal.

In solidarity, Tammy Murphy

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

The last few months have been crazy, long days bargaining. I want to thank the entire bargaining team for their dedication to the membership. We all fought to the bitter end to get something for everyone.

During our process, we spent some time looking back at older bargaining days and going through the binders. In 1992 I found the proposal list that the Union put forward. It had clerical draw time, boot allowance, Overtime provisions, benefits, violence in the workplace and many other issues that we also brought forward this round in 2023. It made me realize how long we have been fighting for better language on these issues. We are just a small piece of the collective agreement that has been bargained for, over the last 50 years. I am honoured to be a part of it.

In solidarity, Theresa Pidcock



## SECRETARY TREASURER

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

- 727 JEIS emails / 74 new members / 5273 CUPE728 members / 4813 paid dues / 1219 were FT at 37.5 hrs.
- 6 Benefit Fund cheques issued for member assistance for a total of: \$4,406.72.
- 1 cheque to members next of kin for a total of \$2,500.00.
- 8 recognitions sent as per 7a & 7k for a total of \$843.23.
- 0 Benefit Fund cheque returned for members leaving with 10+ years of service for a total of \$0.00.

### *Executive Board motions carried:*

- January 5 - \$500.00 SUMs for a meal to feed the homeless

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

- Participation with Desjardins, the benefit provider, is mandatory.
- Benefits lapse after 31 days of unpaid leave and may leave you vulnerable.

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	72
<b>Totals</b>	<b>662</b>	<b>608</b>	<b>717</b>	<b>910</b>

### *Information:*

- The 2023 Committee Budgets remain outstanding pending a membership vote.
- The 2022 fiscal year has finalized, and the Trustees notified, we are waiting on the preferred dates for the audit.
- 2,942 of 5,390 CUPE members have provided a personal email address for union correspondence. Please provide your personal email address.

## STUDENT SUPPORT

Hi Everyone,

I hope that you had a positive return to work after the Winter break. I have had a very busy month with your calls and emails, bargaining, winter school and other union business.

We completed 29 days of bargaining and have presented you with a Memorandum of Agreement which I hope you have ratified. We truly did the best we could for all our members.

I was privileged to attend the Women In Leadership course at CLC Winter School in January. This was an excellent course with great learning and skill strengthening. I hope I can use these skills to better represent you in the future. I want to take a moment to Thank the New West and District Labour Council for sending me to Winter School on scholarship. I am very thankful for this opportunity.

There hasn't been any theme to the member calls and emails I've received this past month. Workload is always a concern, along with mental health and stress and violence. Please keep filing those incident reports and if you are involved in or witness an incident ask for time to deescalate and regroup after the incident. This is very important for your mental health. Your report should be followed up by an investigation and debrief with admin and your CUPE OH&S site rep. Please let me know if this is not happening.

I also want to take a minute to thank our membership for voting to send me to CUPE BC Convention. This opportunity to be part of and speak to resolutions, learn, and participate in the Indigenous Caucus is very important to me and I appreciate your support.

Have a great February.

In Solidarity, Nora Hooper

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## SCHOOL & COMMUNITY SUPPORT

Hello everyone,

It has been a very busy month for myself and the bargaining team for our local. We met with the district 29 days during this round of negotiations. It was very challenging at times trying to get things that will benefit all our members. I believe we made some important gains without any concessions.

I have heard from a number of the Supervision Aides that their hours have been reduced or cut completely. I have reached out to the district and they explained to me that they did not do the entitlement process at the beginning of the school year as it should have been done. So that is why this process has happened now.

There have been an increasing number of Leave of Absence denials in this department in the past while. So please reach out to your union if you have any concerns.

Please make sure the union has your personal contact information including your personal email (example: [yourname@gmail.com](mailto:yourname@gmail.com)) not your work email ([yourname@surreyschools.ca](mailto:yourname@surreyschools.ca)). We need your personal email because anything you send through the work email the employer can read and it won't be confidential.

In solidarity, Allan Henricks

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## EXECUTIVE-AT-LARGE ONE

I'd like to thank the executive for sending me to CLC Winter School in Harrison Hot Springs.

I spent the week attending the Young Workers in Action course, where I learned all about labour history and how to get our young workers engaged. This course gave me the understanding of our Collective Agreement, grievance handling as well how to effectively and properly set up and run meetings. I look forward to building upon these skills and gaining more education. The week at CLC Winter School also gave me the opportunity to create new relationships with other members from different unions across the Province, it was amazing to learn and gain a new perspective on the labour movement.

In solidarity, Cassie Deezar

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## EA ELEMENTARY & SECONDARY/SPAREBOARD

### Bargaining

We are so happy to have finished bargaining! We believe your Bargaining team have achieved a great CA for all our members. Not only will we get a raise that is retroactive back to September 2022 (as a 10-month employee), but we will now receive 95% of our extended medical paid by the employer and 82% on dental. This is money in all our pockets! EAs in elementary school will all receive an extra ½ hour onto each day, giving a 28-hour base with LIF funds still to be added.

We want to thank all the members that reached out to us, thanking us for our hard work, we appreciate the acknowledgment.

### Part time work

We have had a handful of members hoping there would be part-time shifts and/or work share. While we understand we all have different lives and needs, being a member of CUPE, we are discouraged from bargaining precarious work. We are always trying to upgrade EA/ABA to full time hours that go beyond bell to bell. Our job of EA/ABA is still considered part time as we are not (currently) able to work 37.5 hours per week, which is full time in our district. Our hours are still considered part-time and border on precarious work, as we are 10-month employees. We'd love to be able to see our

members not have to have two or three jobs to make ends meet. There must be a work/life balance.

### Unit Meeting

We will be holding a Unit Meeting for EA/ABA on March 2, 2023 from 4 to 5 PM. This will be to explain the amalgamation of EA/ABA, the how, why and when. We'll also talk about how this new CA affects our department. If there are any other topics, you'd like covered please send your suggestions to either one of us.

### Leave of Absence

More and more, we are finding that the district will NOT allow our department to take an LOA during regular school days. Our CA does have wording for leaves, however the "mutually agreed" part is where the problem is. As we are at failure to fill on most days, the district's priority is to service our students. Most leaves we are hearing about are being approved for only two (2) days. There have been several disciplinary meetings for members that are taking their requested leave even after they are denied. Our employer considers this insubordination and has consequences up to being fired.

### Reminders:

1. Request your leave as soon as possible.
2. Do NOT buy any tickets or make reservations until your leave is approved.
3. Always buy cancellation insurance
4. Plan your trip during Winter/Spring break and add 2 days to that. We understand it is more expensive during those times but taking 2 weeks with no pay/plus a possible suspension is much more costly.

In solidarity, Amanda Williams and Gaylene Garceau

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## CLERICAL

Hello everyone!!

Well, it has been a busy couple of months! With 29 days of bargaining late into the nights and early mornings. We did it! By now you know that we now have a Clerical Workload Committee and a Clerical Relief Fund! This could not have happened without you all reaching out to me and helping me to explain the dire and critical problems with the clerical members! So, thank you for that!

I also want to thank the membership for voting for me to attend CLC Winter School! I learned some valuable information that will help me to communicate the issues and concerns you have to management!

Only 5 weeks until Spring Break! Be kind to yourselves and others!

In solidarity, Shannon Levinsky

## COMMITTEE CORNER

### Women's Committee

Happy New Year: December was a busy month for the Women's Committee. On December 6<sup>th</sup>, 2022, we attended Holland Park with New West District Labour Council to commemorate National Day To End Violence Against Women and Children. The Women's Committee was able to sponsor and help give 3 families Christmas this year with the Surrey Christmas Bureau. We sponsored a single dad and his son, a single mom with two small children as well as a single mom with three children. We would like to thank the membership for helping us and supporting us.

This month we look forward to attending the annual Women's March on February 14<sup>th</sup>, 2023.

In Solidarity, Cassie

### School Board Trustee Committee

We were able to meet in person for the first time in January. It was so great to get together and connect and see each other in person. This month's School Board Trustee meeting was January 11, 2023. There was a presentation from Sarah McKay manager of Safe Schools, and Rob Rai director of School and Community Support. They are trying to find more ways to promote the PSST program in high schools, there is a huge concern right now for student safety, vaping and gang involvement in Surrey Schools. Anyone can go on to the PSST.ca website and report something privately without using your identity and safe schools can investigate it right away.

There was a lot of questions and concerns from parents of kids in the Surrey School district, in regards to making sure their kids are safe at school in light of recent events, they raised a concern with the lack of schools in the growing community's and how the district is going to accommodate for this. The board said they would have answers to these questions at February's meeting.

In solidarity, Cassie Deezar

### Health & Safety Sub-Committee

Hello Cupe members

We hope you have had a safe start to the New Year!

It's been a very busy time for our committee members and we are meeting next week. We would like to remind you to fill out incident reports for all injuries and incidents, including witnessing and near hits. All of these can have an impact on your mental health and if you are involved in an incident, please ask for time to deescalate if you need it. Taking this time is very beneficial for your recovery and processing of the occurrence. Also remember that your incident report should be followed up with an investigation and debrief. This should happen within 72 hours and if it's not happening, please follow up with your site OH&S Committee. Your Cupe rep should be part of this investigation. Stay safe.

In solidarity, Nora Hooper for the OH and S Subcommittee

## Mobilizing TEAMS

We would like to thank our committed Site messengers for their time and support for updating our school bulletin boards. If you don't have updated materials for your school Bulletin Board, please let us know.

### Site Messengers

The Mobilization Team has prepared all Materials for your schools in Surrey. If you are still interested in being a Site messenger at your school, please reach out to the Mobilization Team.

We would appreciate all your support and time.

The Mobilization Team would like again, to thank all the Volunteers, executives', and members for their assistance in dropping off, collecting and putting up the Materials. If you have questions or concerns, please contact us.

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

## BLACK HISTORY MONTH

As we celebrate Black History month 2023, let us also acknowledge that although we've made some progress, there is still a lot more work to be done, to achieve true justice and equality for Black people everywhere.

Happy Black History Month

## 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.

*Karen N. – get well*  
*Debra C. – retirement*  
*Noel – get well*  
*Rosetta - get well*  
*Jennifer - sympathy*

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.



## Pension Committee Updates

Thank you to everyone who attended the CPP seminar on January 14<sup>th</sup>, 2023. The seminar covered all the necessary information needed to understand how the Canadian Pension Plan benefits all Canadians.

Our Pension Committee is working very hard organizing another seminar on the MPP (Municipal Pension Plan). We encourage you to engage in the CUPE 728 General Meetings for updates on upcoming seminars.

In solidarity, Manny Tunchez

## FAMILY RESPONSIBILTY LEAVE

Family responsibility leave is an employee-initiated unpaid leave of up to 5 days in an employee's employment year, based on their starting date. This leave is designed to help employees deal with family problems that conflict with job responsibilities. This leave is a statutory entitlement, not something that may or may not be granted at the discretion of the employer.

<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/forms-resources/igm/esa-part-6-section-52#:~:text=Family%20responsibility%20leave%20is%20an,that%20conflict%20with%20job%20responsibilities>