

# WELCOME

Unit Meeting  
March 2, 2023

**CUPE 728**

*Surrey Schools Support Workers  
Surrey, British Columbia*

# Land Acknowledgement

I acknowledge that I work and learn on the unceded shared territories of the Coast Salish. I acknowledge the q'íc'əy' (Katzie), SEMYOME (Semiahmoo) and Kwantlen First Nations who have been the stewards of this land since time immemorial.

Hay ce:p q'a

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# Equality Statement

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts thereby divides us. So too, does discrimination on the bases of ability, age, class, religion, language and ethnic origin.

# Equality Statement

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practice must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

# Introductions

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Presented by CUPE 728



**EA/ABA**  
**we are one**

Surrey School District #36 will be amalgamating jobs for EA and ABA SW for the upcoming postings in June 2023.

The new title of the combined jobs is now IESW.

**Inclusive Education  
Support Worker**





## Why?

- To better service students by having all paraprofessionals work with ALL students
- To address staffing issues (lack of ability to hire enough ABA)
- Creates equality
- To be eligible for June postings





## How?

The district has created learning modules for both groups that have been ongoing.

I'M NOT  
MISBEHAVING  
I HAVE  
AUTISM  
PLEASE BE  
UNDERSTANDING

## When?

- Most EAs and ABA SWs will have already started or completed the required modules.
- EAs who still need to gain access to the online modules can email Amanda Tao at [tao\\_s@surreyschools.ca](mailto:tao_s@surreyschools.ca)
- ABA SWs who still need to gain access to the online sessions can email Colin Reid at [reid\\_colin@surreyschools.ca](mailto:reid_colin@surreyschools.ca)

# What if I don't take the training?



- There may be many reasons why some employees have not taken the training yet.

## **WARNING**

You may not be able to post or hold your current position without the cross training.



## What if I'm off work or on day to day Spare board?

- You should have received an email with a timesheet that will allow you to work outside of regular hours/days worked to gain the training. This is for up to 7 hours.



## POSTINGS

“A BCBA may be listed on some IESW postings. That does not guarantee that the position will be working with a specific student or group of students. Instead, it indicates that, for this position, a portion of time may be spent supporting a student with an ABA home program. The school Admin always has the right to assign positions as they see fit.”

# QUESTIONS



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# Memorandum of Agreement

The best time to celebrate  
is whenever you can.



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# General Wage Increases

July 1, 2022: \$0.25/hour + 3.24% (retroactive)

July 1, 2023: 5.5% and up to 1.25% COLA

July 1, 2024: 2.0% and up to 1% COLA



# SAFETY IN THE WORKPLACE

The parties agree that prevention of violence in the workplace is of paramount importance. The parties commit to providing a healthy and safe working environment that includes procedures to minimize the risk of workplace violence, such as individual safe work instructions or equivalent and the obligation to report and investigate incidents of workplace violence.

# SAFETY IN THE WORKPLACE

The board and the union recognize the right of employees to work in an environment free of violence **and are committed to working collaboratively to prevent workplace violence and support a healthy and safe work environment.**

**When an employee safety plan is required, the Board is committed to involving employees assigned to work with students on a regular basis in the development and revision and implementation of the plan.**

**The district will continue to engage in initiatives to implement best practices (ie: debriefing) that support employees who experience workplace violence.**

# LOCAL BARGAINING FUNDS

Article 19 in the last CA designated this money, \$791,000 to be used as top up hours to EA's for bell to bell coverage.

Effective the start of the 2023/2024 school year, the \$791,000 will be allocated according to LOU #XXXX

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# ELEMENTARY HOURS INCREASE

During the time of this CA all elementary school hours will be increased from 27.5 to the base hours of 28.

This will be funded by reallocating the \$791,000 from the last CA that was allocated to top up bell to bell hours for EA's plus another \$355,049 in year 2 and \$389,430 from year 3 of the budget.

LIF will be added on top this increase.

# DENTAL / EXTENDED MEDICAL

Effective July 1, 2023 board will pay 82% of monthly premium for Dental (up from 80%)

Effective Feb. 2, 2023 board will pay 95% of monthly premium for Extended Medical (up from 80%)

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# VEHICLE VANDALISM / DAMAGE

The board will pay 100% of the deductible ... up to \$300 for a damage claim on an employee's motor vehicle when

- I. Vandalism occurs to an employee's vehicle by a student during the employees working hours.
- II. Damage sustained to an employee's vehicle by a student during the employees working hours, when the student is driven by an employee or when the damage occurs at the employee's workplace.

# LOU #4 (to be renumbered to LOU #3)

Notable changes:

- EA positions will all be **school based**
- ~~No longer any child specific positions~~
- The employers will email all EA's and ABA's electronically including employees on long term illness, maternity, or WCB Leave, that the posting is online. **A hard copy will no longer be available.**
- **Postings** will include the general nature of the assignment and **any special requirements** for the job. The nature **and requirements** of the assignment could subsequently change over time as circumstances in the school warrant.

# WORKBOARD

## NEW LETTER OF UNDERSTANDING

The parties agree to establish a joint working committee to investigate the feasibility of using the **Workboard dispatch system** for assigning work to spareboard staff. The committee will make recommendations to the Union and the District with consideration to implementing the system on a trial basis during the term of the agreement.

The committee will be comprised of two members of the District and 2 from the Union.

This letter of understanding will come into effect upon ratification of this agreement. The Letter will expire on the renewal of the July 1, 2025 CA unless the parties mutually agree to continue all or parts of the letter.



# BATHING SUIT ALLOWANCE

IESWs who are required to participate in a swimming program on a weekly or more frequent basis, for substantially all of the school year, will receive, at school year end, an allowance up to \$100/year upon application and the submission of the receipt indicating the purchase of a bathing suit. (up from \$60)

# RAIN GEAR ALLOWANCE

All 12 month employees, **and 10 month employees assigned to an outdoor learning program**, who work outside on a daily basis will receive a reimbursement of up to **\$200/year** (up from \$100) upon application and the submission of a receipt indicating the purchase of rain gear. If in a vacancy position, the position must exceed 8 months.

# STAT HOLIDAYS

14.14

a) When a Stat Holiday in 14.12 (names the recognized stats) falls on a Sat or Sun or is declared to be a regular school day, the Board will declare an alternate day to recognize the holiday, subject to School Calendar Regulation and Board Policy.

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# COMPASSIONATE/BEREAVEMENT LEAVE

ARTICLE 15.50 TO 15.58

15.51 Changes include identifying family as ***foster, sibling and include step and in-law and any person that lives with an employee as a member of the employee's family.***

15.56 definition for niece/nephew is ***no longer*** required to be ***under the age of 19.***

15.58 ***Unused bereavement leave may be taken within 1 year of death to be used at a celebration of life or other such ceremony. Leave entitlements do not have to be used consecutively.***

# INDIGENOUS LEAVE

## Article 15

1. Indigenous employees are entitled to up to two days leave with pay per school year to observe or participate in traditional Indigenous activities that connect these employees to their culture and language.
2. A minimum of two weeks-notice is required for leave under this provision. Where two weeks' notice is not possible due to the unpredictable nature of the event, then as much notice as possible shall be provided. Such leaves shall not be reasonably withheld.

# GRADUATION

15.56 An employee shall be entitled to one day with pay for up to one day ~~per year~~ to attend a graduation ceremony of the employee's child at a secondary school or a recognized post-secondary educational institute when the ceremony when the ceremony is held during the employee's regular hours of work. ***Employees shall be granted one day of unpaid leave to attend their own graduation ceremony.***

# CONDITIONS OF EMPLOYMENT

Employees required by the employer to obtain fingerprinting as part of a vulnerable sector check shall be reimbursed the fingerprint service fee upon submission of the receipt.



# QUESTIONS



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