

CHRONICLE

CUPE LOCAL 728

Volume 50 – Issue 3
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March 2023
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AGENDA

All Motions must be submitted in writing

1. Nominate Executive Board Positions
 - 1st Vice President
 - Secretary-Treasurer
 - Caretaker
 - Clerical
 - EA – Elementary
 - EA – Secondary
 - Maintenance Non-Trades
 - Maintenance Trades
 - School & Community Support
 - Student Support
 - Communications Officer
 - Executive-at-Large One & Two
 - Sergeant-at-Arms One & Two

2. Motion: To make all GMs to online

March 29, 2023

The March 29th GM will be a HYBRID meeting at 8:00 p.m. You can attend in person at **ENVER CREEK SECONDARY OR VIA ZOOM.**

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/tZUud-mqqz0qH9XqA4hy0SEHuBbrhkWxU-2l>

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.

NOMINATIONS AND ELECTIONS

March 29 – Nominations for Executive Board Positions

April 19 – Nominee 3 min statements

April 22 - Elections

Performance by the Surrey Firefighters Pipes and Drums



PRESIDENT

Getting back into the swing of things after a few months of bargaining. I was lucky enough to attend education at CLC for Arbitration Level 1. What an amazing class, very intense with lots of homework, but it was well worth it. We learned a great deal in this and are looking forward to fine tuning our skills.

Spring break is fast approaching, and I hope that all 10 and 12-month employees have the opportunity to get some time off to escape and do something fun. After Spring break things get very busy for the Union.

- March 29th is the next GM which will be a hybrid meeting at Enver Creek at 8:00pm. The Surrey Firefighters Pipes and Drums will be there to open. This meeting will be where nominations for our Elections take place.
- April 19th GM will be 3 min statements from the nominees for the positions up for elections. Please be aware that if you were not nominated at the March 29th GM you will not be entitled to make a statement.
- April 22nd will be our elections meeting which will be chaired by Tony Rebelo, President of CUPE 7000. This meeting will be held on Zoom on April 22nd at 10:00 am.
- April 26th - 29th, right after elections is the CUPE BC Convention. CUPE 728 and the K-12 CUPE BC Committee (which I am on) wrote a few resolutions. On the K-12 Committee I worked with Dave Bollen of New Westminster, and we wrote 2 proposals to address *funding for our maintenance departments*.

Proposal 1 addresses the difference between the Municipal sectors pay and the school districts pay throughout the lower mainland. *We have proposed a 12% adjustment for our trades department.*

Proposal 2 addresses our funding model for K-12. Our K-12 funding is addressed by student enrollment and nothing else. We have proposed that CUPE BC lobbies the Government to be per student plus block funding to address infrastructure growth and staffing to go with it. There are many amazing resolutions going forward by the K-12 committee in support of multiple groups. There will also be a big push against violence in the workplace.

I am looking forward to a great convention.

Theresa and I meet with Mark Pearman and the Management Team monthly, and they shared the great expected growth to the City with the extension of the SkyTrain. We also discussed the growth with all the new high rises going up in Surrey Center. Mark Pearman suggested that "Fleetwood" will be the 3rd largest City in B.C. within the next 5 – 10 years.

- May 5th is our CUPE Pro-D Day. We have many people working behind the scenes to bring the best possible day forward. Happy to say our group is.

diverse and is addressing as many angles as possible. Looking forward to the upcoming Pro D. Stay tuned for updates.

In solidarity, Tammy Murphy

1st VICE PRESIDENT

We are already in March and Spring is just around the corner.

Thank you to the members for voting for me to go to this year's CUPE BC Convention in Victoria. This year at the CUPE BC Convention there will be resolutions from the K-12 President Committee as well as Local 728. Resolutions on how funding should be allocated in school districts based on sites and student enrollment. The current funding doesn't reflect this.

The Funding evaluation in BC despite our Government's claims that education funding is at "record levels" has shrunk substantially. As student enrolment is projected to rise by 40,000 in BC about 30% will land in Surrey Schools. It is our role at CUPE 728 to ensure all our members are included in the budget and all departments see growth, not just one or two. We are continuously finding ways to push our Government to give more funding to public schools as well as bring light to the fact that funding is not dispersed fairly.

The other resolutions pertain to bargaining and how we believe we do not have the same ability as other unions outside the K-12 sector to bargain freely and have an open bargaining environment.

Now that our bargaining is over, we have resumed grievances and will be meeting with the employer shortly. The grievances were put in abeyance until bargaining was over, this ensures we do not affect the grievance process. So far, we have done 2 mediated arbitrations and have been able to obtain our members some much-deserved reimbursement.

Over the last few weeks, I have spent many days prepping for upcoming arbitrations and grievance meetings. Taking the CLC week-long arbitration course was amazing and very helpful, as we have more coming this year.

In solidarity, Theresa Pidcock



SECRETARY TREASURER

STUDENT SUPPORT

Secretary Treasurer's Numbers for January 2023

- 793 JEIS emails / 46 new members / 5302 CUPE728 members / 4627 paid dues / 1213 were FT at 37.5 hrs.
- 0 Benefit Fund cheques issued for member assistance for a total of: \$0.00.
- 0 cheque to a members' next of kin for a total of \$0.00
- 9 recognitions sent as per 7a & 7k for a total of \$646.68.
- 28 Benefit Fund cheque returned for members leaving with 10+ years of service for a total of \$11,345.

Executive Board motions carried:

- Feb 6: \$500.00 donation to NWDLC Indigenous day event on June 24, 2023

JEIS/off work 6 days or longer:

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

Explanation of the Pre-Existing Condition Clause

Under the terms of your Core LTD Program Text, it states the following under Limitations and Exclusions:

"No Core LTD Benefits shall be payable under the Core LTD Program in any of the following circumstances:

9. Disabilities relating to Pre-Existing Conditions except as otherwise expressly provided for in this Core LTD Program."

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 month period immediately prior to the effective date of the Member's coverage under the Core LTD Program.

Members shall not be covered for any Disability resulting from a Pre-Existing Condition until twelve months of continuous Active Employment with that Employer after their effective date of coverage.

| Month | 2019 | 2020 | 2021 | 2022 | 2023 |
|--------|------|------|------|------|------|
| Jan | 79 | 67 | 45 | 142 | 83 |
| 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 | |
| Totals | 662 | 608 | 717 | 910 | |

Information:

Lisa Kennedy was elected as Trustee, welcome Lisa, we look forward to your input on the pending 2022 audit.

In Solidarity, Cory Hyslop, Secretary Treasurer

Hi Everyone,

February has been a busy month with meetings, calls and emails. I've had many calls from ABASWs concerned over the merge of their position with the EA positions and the new bell to bell hour plan. We had a unit meeting on March 2nd to discuss this, and I hope that answered most of your questions. The main question I have received is will the seniority lists be merged and the answer is yes. We also anticipate few if any part time positions next year, which I understand is a difficult change for some of you. It is very important that you complete all the training modules, as failure to do so may result in you being unable to post for a new position.

I also attended the Labour Management meeting on Feb 24th and presented on CYCW and ACYCW workloads. I have brought this to the districts attention previously and I am hoping we can work together on this problem.

We are almost at Spring Break and I would like to take this opportunity to wish you a fun and restful break.

In solidarity, Nora Hooper

EA ELEMENTARY

If you came to our Unit meeting on March 2, we were so happy to have you there. If you weren't able to make it, please check out the power point on our website. I've included some highlights from the presentation.

Important Highlights

- New Name: **IESW Inclusive Education Support Worker**
- All EA's and ABA's **MUST take cross training to maintain their position or to post in the June postings.** For more information contact Colin Reid, reid_c@surreyschools.ca
- 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.
- A committee will be struck to investigate the possibility of a Workboard for day-to-day call outs. This is a process the STA uses quite effectively to fill jobs from spare board.

Do you have a nurse at your school?

Do you work at a school where a nurse accompanies your student? If so, do they fill in for breaks or when EAs are away or unavailable? If this is happening, please let your Union know ASAP.

In solidarity, Gaylene Garceau

2ND VICE PRESIDENT

I would like to Meegwetch, Há y ce:p q̄ a (Thank you) for our executive to sending me on CLC Winter School Education Feb 12 -17, 2023 at Harrison Hot Spring. The workshop was A Path to Reconciliation.

I asked, “What’s the A Path to Reconciliation”? It can mean many different things to your Path to Reconciliation. For me: History of Colonization (Canada), stories, Land, Culture, Language, Elders and Family, Ceremony, MMIWG2+,TRC etc.

We had Elder Mercy Thomas from Nisga’a Nations. She was amazing, strong, and shared her stories of the Residential Schools, Wow amazing Elder I learned a lot from Elder Mercy. It was Challenging and emotional. Had a Blanket exercise, Lean with a Circles each day, Red Dress event of Feb 14, 2023 to honours the thousands of (Missing and Murdered Indigenous Women, Girls, two spirit) Elder Mercy Thomas, Drumming (Woman’s Warrior Song). Smudging, Cedar Clearing, lots of Resources.

Thanks again Meegwetch and Há y ce:p q̄ for sending me.

In solidarity, Debra Merrier

COMMITTEE CORNER

Health & Safety Sub-Committee

Our Health and Safety committee members have been busy with meetings and planned our first zoom information session which took place on March 4th. We want to thank everyone that attended. This meeting allowed us to answer many of your questions regarding health and safety concerns in the workplace. I hope that we can make this a regular occurrence as it's a great way to connect with you all.

Health and safety issues we have had reported to us lately have included violence in the workplace, the right to refuse unsafe work, mental stress, and site committees not functioning correctly.

We also have a new email for you to send your incident reports to, and where we can directly answer your questions. Please contact us at: healthsafety@cupe728.ca.

Please continue to send your incident reports to the Union office as well office@cupe728.ca.

Stay safe and reach out to one of us at anytime with your health and safety concerns.

In solidarity, Nora Hooper
On behalf of the Occupational Health and Safety Subcommittee

Sick Bank & Benefit Fund Committee

Sick Bank Committee had meeting on Feb 27, 2023, on Zoom

Welcome two members Allan & Cassie to the Sick Bank Committee. Our next meeting will take place in person on May 6, 2023.

In solidarity, Chair - Debra Merrier

THANK YOU TO OUR BARGAINING TEAM!

As everyone is aware, our bargaining is now over. The Pension Committee would like to take this opportunity to thank the members who served on our bargaining committee for their hard work.

Many CUPE 728 members may not be aware of the lengthy steps that takes place in the bargaining process. In addition to bargaining during regular work hours, many of these members volunteered up to 6 hours overtime at every meeting, without pay. This dedication and willingness to take on this task demonstrates how Union Committee members are committed to fight for the benefit of all members.

We must recognize and appreciate this overtime and hard work by our Union representatives in achieving a fair resolution with our employer.

In solidarity, Manny Tunchez
On behalf of The Pension Committee

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.

*Sheila C. – retirement Deanna H. – retirement
Parmjit B. – 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.



EA SECONDARY/SPAREBOARD

February was a busy & exciting month. It started off with our Bargaining Committee presenting & discussing the proposals for our new Collective Agreement. We ended up being at the Bargaining Table for 29 days. For those who are not aware the Bargaining Committee had been working & preparing for Bargaining since February 2022. For the last year we your Bargaining Committee have volunteered many countless hours & given up time with our families to put together the best package for you, our members. The 29 days we spent at the Bargaining Table we would start first thing in the morning & end late into the evening & sometimes into the early morning. When I say we worked hard & long hours with no extra compensation we did. We went above & beyond fighting to the bitter end. I believe we got a great deal, some of the items we discussed & won that with the employer for our member is Trades Adjustment, First Day Replacement, Violence In The Workplace. Which we have been fighting for, for over 30 years. It took us 30 years & we have finally made huge leaps & bounds. On February 4th we ratified with our membership at 64%.

I was fortunate enough to attend a weeklong education at CLC Winter School. Where I took A Path To Reconciliation. It was an emotional challenging week, with some good growth & knowledge. We had the honour & privilege of having Elder Mercy Thomas, who was with the Surrey School District for a number of years as an Aboriginal Support Worker & Culture Worker. The knowledge, stories that Mercy shared is something I will cherish for many years to come. Thank you Kookum for your teaching & taking us all in as one of your own. As a class we came together & facilitated the Red Dress Event, which honours & pays respect to the MMIWG2S+ (Missing Murdered Indigenous Women Girls Two Spirited Plus). Debra Merrier (2nd VP) started us off with drumming letting all the classes know we were about to begin our walk down the path of Red Dresses we had adorned the main walkway with at the Harrison Resort. Debra led us in the march down the path of Red Dresses, as we walked down the path drumming & we sang the Women's Warrior Song. Not only did classes line the path way to pay respects but so did hotel guests & staff & many joined our march down the path of Red Dresses. Elder Mercy Thomas spoke many words of wisdom as well as life experiences. Taily Wills a member of the CUPE BC Indigenous Committee spoke with passion & strength reminding us all we need to continue searching for MMIWG2S+. We stood as one singing the Women's Warrior song, & we walked down the path of Red Dresses continued drumming & singing the Women's Warrior song. The emotions, power, strength is beyond any words that can do what took place justice. Many tears & hugs took place that day & a togetherness which binds us all together for many years to come.

As you are aware there is the 4 online modules for EA/ABA training. If you haven't done it by now I strongly encourage you to do. Any training/educations that we as EAs can get is invaluable & will only make us grow & strong. United As One We Stand!

It is important to continue to fill out your incident reports online on ESS & to remember to forward a copy to the Union office at office@cupe728.ca and healthsafety@cupe728.ca.

The Right To Refuse Unsafe Work & a Violence Free Workplace is everyone's right. Please refer to WorkSafe BC under section 3.12 & section 6.60 of our New Collective Agreement 2022-2024.

Remember you have a strong voice & your voice matter. Please remember to come out to our General Membership Meetings (GM) held every 3rd Wednesday of the of the month. Please remember to check out CUPE 728's Website, and Facebook page for detailed information on time, place & link and sign up for emails with your personal e-mail. If you are unsure if the Union has your personal e-mail on file, please contact the office office@cupe728.ca.

Spring Break is just around the corner, some of you may have started your countdown. Take these 2 weeks off to relax & recharge as we set in for the final few months of the school year.



In Solidarity, Amanda Williams