

# CHRONICLE

## CUPE LOCAL 728

Volume 50 – Issue 4  
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April 2023  
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### AGENDA

#### April 19, 2023

The April 19<sup>th</sup> GM will be a HYBRID meeting at 6:00 p.m. You can attend in person at the **Surrey Beavers Athletic Association (Rugby Club) – 17395 57<sup>th</sup> Ave, Surrey**

**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/tZUpf-yvqzstG9QRemdRE4QTJSD2pFjZTUsB>

**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.

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

1. Nominate One (1) Trustee for term 2023 – 2026
2. Statements from Nominees, nominated at the March 29 GM, for the following Executive Board Positions:
  - 1<sup>st</sup> Vice President
  - Secretary-Treasurer
  - Caretaker
  - Clerical
  - EA Elementary
  - EA Secondary/Spareboard
  - Maintenance Non-Trades
  - Maintenance Trades
  - School & Community Support
  - Student Support
  - Communication Officer
  - Executive-at-Large
  - Sergeant-at-Arms
  - Trustee term 2023 – 2025
  - Entertainment Committee

*Please see page (5) for the list of Nominees.*

3. **Notice of Motion:** \$25,000 for the Adult Christmas Party.
4. **Notice of Motion:** To send the Communications Officer to the CALM Conference from June 2 – 3, 2023 in St. John New Brunswick.
5. **Notice of Motion: Bylaw change 60 days notice**

#### Section 3. Meetings

To remove when the meeting will be held the week after Spring Break and add “If a statutory holiday, or any other extenuating circumstance intervenes, the Executive Board shall be authorized to change the meeting date and shall give one week’s notice in writing of any change in the date of the regular meeting.”

Change to:

#### Section 3. Meetings

Meetings shall be held on the third Wednesday of each month alternating between 8pm and 6pm, except in March, ~~when the meeting will be held the week after Spring Break.~~ “If a statutory holiday, or any other extenuating circumstance intervenes, the Executive Board shall be authorized to change the meeting date and shall give one week’s notice in writing of any change in the date of the regular meeting.”

## PRESIDENT

Spring break is over, thank you to our 12-month employees for all their hard work during the school closure. I hope everyone (10- and 12-month employees) had the opportunity to get a little time off before heading back into our regular schedules. After spring break, it is crunch time for everyone including the executive. This month we will be having our candidates for executive positions making brief statements at our next general membership meeting. These will be up to 3 min. On Saturday the 22<sup>nd</sup> of April at 10:00 am we will be having elections online. Please remember that it is important to come out and vote. Even if a position is not being challenged before election day it does not stop someone from running from the floor. Please attend and support your candidates.

After elections some of us have the opportunity to represent our local at CUPE BC convention. We will be electing our leaders and voting on some really important resolutions, some coming from our local. After CUPE BC I will be attending Canadian Labour Congress (CLC) in Montreal. This is a Canada wide conference representing many different Unions.

Stay tuned for updates on the May 5<sup>th</sup> ProD Day, CUPE and the district have been working hard to have something that everyone will enjoy. We have many members on the committee giving fabulous ideas. Thank you all!

May 5<sup>th</sup> is also the Murdered and Missing Indigenous Women, Girls and 2 Spirit People. We will be holding an event again at Bear Creek Park. Please come out and attend.

In solidarity, Tammy Murphy

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

Spring break was great, spent a few days in for President and then took a few days of much-needed relaxation. I hope many of you took some time to rejuvenate over the break. Thank you to all our 12-month employees who continued to work during this time.

Some of my focus now that bargaining is over is to prepare for upcoming mediations and arbitrations. We have had 4 already and have more to come. It takes time for we have to get an arbitrator and takes time to set a date. We have pre-set meetings for Step 2 and 3 grievances in May and your Shop Stewards and I are working hard to prepare for the meetings. In our last meeting, we presented 5 new step 2's.

We also have the upcoming May 5<sup>th</sup> professional day with the employer and there will be plenty of things for members to do. Have not set everything in stone yet, but we do have quite a few CUPE members on the committee including 2 of our Caretakers. There are many great ideas on the table and should be out soon for everyone to sign up. The Pro D will be online again this year.

I thank you for all your hard work and dedication.

In solidarity, Theresa Pidcock

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## STUDENT SUPPORT

Hi Everyone,

March was a busy month with many calls and questions about the combining of ABASW and EA positions. Many of you asked about the new combined seniority list. This will not be completed until May or June as the district has to confirm that each person has completed the mandatory training. We will be having a unit meeting for EA and ABA coming up shortly so watch for that information.

I also had a good discussion with our CYCWs to gather information for a presentation to the School Board trustees. Thank you for all your valuable input.

In addition to answering calls and emails, and the meeting with the trustees, I also attended several other meetings, including member and committee meetings.

I am very grateful that I was chosen by Cupe Metro to attend the Cupe National Women's Conference here in Vancouver. There were some excellent speakers, and it was an unforgettable experience. I met so many powerful union activists.

We will be holding our elections for your Cupe 728 executive on April 22, and I will be running for this position, Executive Shop Steward Student Support again. I thank you for your past support and hope that I can continue supporting you in this position.

In solidarity, Nora Hooper

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## SECRETARY TREASURER

### *Secretary Treasurer's Numbers for February 2023*

- 791 JEIS emails/7 new members/5311 CUPE728 members 4628 paid dues/1204 were FT at 37.5 hrs.
- 23 Benefit Fund cheques issued for member assistance for a total of: \$19,431.19.
- 0 cheque to a member next of kin for a total of \$0.00
- 2 recognitions sent as per 7a & 7k for a total of \$142.61.
- 5 Benefit Fund cheques for members leaving with 10+ years of service for a total of \$1,905.00.

**Executive Board motions carried:**

March 6, 2023: \$500.00 for Red Dress Event

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

**Participation** with Desjardins and/or the JEIS committee is **not optional** if you are sick and away from work longer than 6 days, this includes WSBC, ICBC, and all other types of illness.

**Benefits:** Benefit coverage terminates at the 32<sup>nd</sup> day of an unpaid leave of absence. Upon return, there is a 3-month waiting period that requires continuous active employment plus there is no guarantee of acceptance, meaning blue cross has denied it in the past, this is deemed to be a late filing. This could also apply to staff members who opt out of benefit coverage when hired.

Month	2019	2020	2021	2022	2023
Jan	79	67	45	142	83
Feb	61	62	43	99	79
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:**

**All Sage accounting financials from 2004 to present are available in the main office if anyone would like to arrange to view them in-house.**

**We are still waiting on the Trustee’s to book the 2022 audit. Notification was January 20, 2023.**

In Solidarity, Cory Hyslop, Secretary Treasurer

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**EA ELEMENTARY**

Welcome back from Spring Break, hopefully everyone had a chance to relax, or get away and come back refreshed. We’re now on the countdown to the end of our 2022/23 school year.

**Work Safe BC**

If you find yourself on WCB, please note that if you have any accumulated sick time in your personal bank, it will automatically be used to “top up” your WCB claim. This article was added to your CA to help members maintain a full pay cheque. However, what seems to be happening in some cases is that when people come back to work, they have no personal sick time left. If you wish to “opt out” of the top up, you must email payroll, quote the CA (see below), and ask to be removed from the top up. This will be implemented on your next cheque, and you won’t use up or deplete your personal sick time.

**WCB Top Up**

15.22 When an employee who has sick leave to his or her credit goes on compensation the Board will continue to pay the employee the equivalent of full salary by "topping up" the employee's WCB cheque up to the level of regular salary, from the employee's sick leave credits. The employee, however, may choose to have the Board not “top up” their WCB pay. You must contact payroll and provided the employee has exercised this choice, in writing, prior to the date at which the payroll work related to the first affected pay period, has been completed. The employees’ choice will not be subsequently changed. Regular coverage under benefit plans will be maintained under these circumstances.

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15.23 When the sick leave credits for an employee on WCB are exhausted the employee will receive only those monies and benefits provided by WCB.

**Leave of Absence**

In the past year, we have seen a huge increase in members asking for an LOA, being denied, and taking the leave anyway. When this happens, the employer considers you to be off work without permission and are insubordinate. **You will be disciplined.** The discipline can be anything from a written warning to being fired. If you need to travel out of the country, you **MUST NOT** book your tickets before having an approved LOA from the employer.

As ten-month employees, we are expected to take our vacation during school closures. We understand that this is not always convenient. The employer has the right to manage and as our position is working with children, the district’s priority is to make sure they have enough employees to fill the vacancies created daily.

In solidarity, Gaylene Garceau

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**CARETAKERS**

Fellow Caretakers

I just wanted to take moment to highlight recent changes to the Collective Agreement that directly affects Caretakers.

- **Article #8.80.** There have been significant changes to this article. The District used to only cover vandalism to your vehicle, the District now covers damage to your vehicle at your worksite.
- **Article #10.** Overtime is now paid at double time for both Saturday and Sunday regardless of your starting time. This includes Saturday after 12pm.
- **Article #11.40.** Working at more one location is now paid at \$1 per hour up from \$.50 per hour.
- **Article #14.2092.** Vacation during the school year was previously set at 40 weeks. This is now increased to 80 weeks doubling what was available.
- **New Letter of Understanding.** Caretaker Workload Committee, this committee will consist of 2 members and 2 excluded staff. The primary focus of the

committee is to discuss individual workloads. If you have an issue with your section that you can not resolve with your Supervisor, it can be brought forward to the committee for discussion.

- **Dental.** The District now pays 82% increased from 80% an increase of 2%.
- **Extended Medical.** Your extended health has been increased by 15% to 95% from 80%.

In addition, this coming July you will be getting a 6.75% increase in your wages.

I just wanted to mention a couple of things, Elections are coming this month, so please get out and vote. At this past General Membership, it was noted that there were very few Caretakers in attendance. **Please** make an effort to attend. A silent voice is no voice. Speak up Caretakers. *You have a clause in the Collective Agreement that allows you to attend.*

Thanks everyone.

In solidarity, George Hardy

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## EA SECONDARY/SPAREBOARD

As we get back into the swing of things, please remember to take care of yourself. Our District & Local have suffered many tragedies & losses this school year. If you need or want to talk, the Employee Family Assistance Program (EFAP) is available 24 hours a day, 7 days a week, phone 1-888-625-1136 or e-mail sd36.lifeworks.com. The rest of the Executive and I are here if you need to talk as well. Please check in with one another through these challenging times & have patience with one another.

April is an exciting time for us as your Executive, as Elections for our positions is April 22 @ 10am via Zoom. I can't say enough how important it is to show up & have your voice heard on who will be representing you. Our 1<sup>st</sup> VP, Secretary-Treasurer, EA Elementary, EA Secondary/SpareBoard, Student Support, School & Community Support, Clerical, Maintenance-Trades, Maintenance Non-Trades, Caretakers, Communications Officer, Exec-at-Large 1 & 2, Sergeant-at-Arms are up for elections. Many of your Executive are re-running for these positions. I encourage each & every one of you to please show up & show your support, as the people elected in these positions are the ones who will be representing you, that will be your voice. Your 1<sup>st</sup> VP & Secretary-Treasurer are 2-year terms, Shop Stewards, Communications Officer, Executive-at-Large & Sergeant-at-Arms are 1-year terms. Your Vote Matters!!

I want to thank each & every one of you for allowing me to be your voice over the past few years. It has been a privilege & honour to be able to represent you & get to know many of you. I hope to continue to be there for you all in the years to come.

See you all on April 22, 2023, at 10:00 am via Zoom. YOUR VOTE MATTERS!!

In Solidarity, Amanda Williams

## SCHOOL & COMMUNITY SUPPORT

Greeting everyone,

I wanted just to review with everyone some responsibilities of a shop steward:

- Assist our members in understanding our Collective Agreement and their rights.
- Attending meetings with them when their manger/principal request a meeting.
- Assists when there are payroll issues.

If you have any questions, please reach out to your steward.

April is an important month within our local with our annual elections. I would like everyone to really take the time to attend this meeting, which is on Saturday, April 22 at 10:00 am. This a zoom meeting you can attend from anywhere. If you need some assistance with signing up for this meeting, please contact the union and any of us will gladly assist you. It is important that we have people from every department voting in the elections. It is everyone's right to have a vote.



In solidarity, Allan Henricks

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## CLERICAL

Hello all!

We are in the home stretch of the year now! There have been many reaching out for information about our upcoming raise. As of July 1<sup>st</sup>, we are confirmed to be getting 6.75%! We got the additional amount for the COLA Clause (Cost of Living Adjustment). Yes, many thought that this was not the case, but it is true! So, celebrate! The year 3 raise will be determined at a later date to see if what we will get for the COLA clause. Stay tuned!

We also have 3,000,000 in benefits adjustments that should be announced shortly. Once the information is released, we will be sending it out the membership.

Health and Safety at work is extremely important. Everyone deserves a safe place to work. As a reminder, if you witness incidents, please fill out an incident report online. These things can really affect us later on. If you need to talk, please feel free to reach out. Also, the Employee Family Assistance Program is there to help as well. Their number is 1-888-625-1136.

Elections are fast approaching! SAVE THE DATE! April 22, 2023! Please attend the General Membership Meeting on the 19<sup>th</sup> of April to hear speeches for those that have been nominated. The elections will be online. You must register with the name the district has for you, so we can verify your identity to attend the elections.

Wishing you all a Happy Easter! Remember to take care of yourselves and each other.



In solidarity, Shannon Levinsky

### 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.

*Brock H. – get well      Hever V. – get well*  
*Lori M. - retirement*

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.



### **COMMITTEE CORNER**

#### HUMAN RIGHTS & EQUITY COMMITTEE

Please visit our committee page on the CUPE 728 website for the following: Upcoming zoom cast recording on Autism featuring Cassie Deezar and Theresa Pidcock and a Day of Mourning article.

#### Day of Mourning April 28, 2023



April 2<sup>nd</sup>, 2023, is the 16<sup>th</sup> celebration of World Autism Day. This year's theme is "Transforming the narrative: contributions at home, at work in the arts and in policy making". It's a call to bring awareness to autism, through accepting and supporting autistic people in the workplace and society. Every year cities and communities light up businesses, landmarks, buildings, arenas all blue to raise

support for Autism. Autism is referred to as the Autism Spectrum Disorder that constitutes a diverse group of conditions related to the brain. People who have autism often have co-occurring conditions including epilepsy, depression, anxiety and attention deficit hyperactivity disorder. As well as challenging behaviours such as difficulty sleeping and self injurious behaviours. The level of intellectual functioning amount autistic people varies widely, extending from profound impairments to superior levels.

April 12<sup>th</sup>, 2023, is International Day Of Pink. The International Day Of Pink is set up as an international day against bullying, discrimination, harassment, homophobia, transphobia, transmisogyny in cities and towns all across the world. International Day Of Pink was started in Nova Scotia by two students who saw a student being bullied for wearing a pink shirt. Please wear pink today and help us spread awareness.

In solidarity, Human Rights & Equity Committee

#### YOUNG WORKERS COMMITTEE



Are you or someone you know under the age of 35 and looking to connect with other young workers? BCFED Young Workers Committee is putting on a Gamer night: April 15<sup>th</sup>, 2023, at Greta Gamer Bar in Vancouver BC. All unionized workers 35 and under are welcome! Bring a friend and join us for some retro gaming!

In solidarity, Young Workers Committee

#### HEALTH & SAFETY SUB-COMMITTEE

Hi Everyone, The OH&S Sub-Committee met on April 1<sup>st</sup> and had a very productive meeting. Topics discussed were site committees, information updating at schools, how to utilise the 5 zones in the district, violence, and upcoming events.

We will be holding a Health and Safety Zoom information meeting at 6:00 pm on May 16<sup>th</sup>. This is a chance for you to ask us all your health and safety related questions and we look forward to talking with you at the meeting.

The Committee is also planning to have another Health and Safety Info table at the IESW posting meeting at the end of June.

April 28<sup>th</sup> is the Day Of Mourning and we ask that you take some time on this day to attend one of the many Day of Mourning events held locally or to reflect on the many people who have lost their lives or been permanently disabled while performing their jobs.

In solidarity, OH&S Sub-Committee

## Municipal and Canadian Pension Plan Seminars

The Pension Committee is happy to extend an invitation to all CUPE 728 members to attend the Municipal and Canadian Pension Plan Seminars on May 5 (Pro-D day). We have been working hard to bring this information, as requested by our CUPE 728 members. For members planning on retiring in the near future, it is important to understand how pension works and be updated on all the changes that may benefit them. Don't miss the opportunity to understand the inner workings of the pension plan and participate in asking any questions you may have. Stay tuned for more details.

In solidarity, Manny Tunchez  
Pension Chair

## Your confidential Employee and Family Assistance Program (EFAP)

*Resources to support your mental, physical, social, and financial wellbeing.*

### Access LifeWorks online in 2 easy steps:

1. Visit [sd36.lifworks.com](http://sd36.lifworks.com) or download the "LifeWorks" app.
2. Via the web or Mobile app, enter SD 36 email address and click "Log In".

### To connect with LifeWorks:

Your EFAP is toll-free, 24/7 at 1-888-625-1136

OR

Online at [sd36.lifworks.com](http://sd36.lifworks.com)

### Family members:

Username: SD36FAM      Password: EFAP

# ELECTION

**April 22, 2023** – Elections, zoom links posted on page and the CUPE 728 webpage [www.cupe728.ca](http://www.cupe728.ca)

**Please see below the list of Executive Board Nominees from the March 29, 2023, GM. Members can still run from the floor on April 22, 2023, but are not allowed to give a statement.**

### 1<sup>st</sup> Vice President

Theresa Pidcock  
Ryan Groundwater

### Secretary-Treasurer

Cory Hyslop

### Caretaker

George Hardy, Edward Parsotam

### Clerical

Shannon Levinsky

### Education Assistant Elementary

Gaylene Garceau, Cassie Deezar

### Education Assistant Secondary/Spareboard

Amanda Williams

### Maintenance Non-Trades

Cale Hufsmith, Edward Parsotam

### Maintenance Trades

Blair Hofer, Mark Kawakami

### School & Community Support

Allan Henricks, Laura Hagar-Gaube, Cassie Deezar

### Student Support

Nora Hooper, Laura Hagar-Gaube

### Communications Officer

Marcey Campbell, Cassie Deezar, Amber Wynn, Allan Henricks, Cale Hufsmith

### Executive at Large One

Desmond Caine, Laura Hagar-Gaube, Allan Henricks, Amber Wynn, Cassie Deezar, Kyle Jones, Manny Tunchez

### Executive at Large Two

Desmond Caine, Laura Hagar-Gaube, Allan Henricks, Amber Wynn, Cassie Deezar, Kyle Jones, Manny Tunchez

### One (1) Trustee for Term 2023 – 2026

Nominations at the April 19, 2023, GM

### Sergeant at Arms One

Sheila Simpson, Kyle Jones

### Sergeant at Arms Two

Sheila Simpson, Kyle Jones

### Three or more (3+) members to the Entertainment Committee

Laura Hagar-Gaube, Amanda Williams, Cassie Deezar,

# ELECTION

Register in advance for this meeting: Elections April 22, 2023, [MAIN MEETING LINK](#)

<https://us02web.zoom.us/meeting/register/tZcrfuippz8pHdJ8gJA6qHHUYXkMPTq190rd>

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

Please also register for your department sub-meeting where you will elect your department Executive Shop Steward. You will be directed to your sub-meeting from the Main meeting.

You should be registered for the MAIN meeting and ONE (1) sub-meeting.

Elections for the following will be done through the main meeting zoom link:

- 1<sup>st</sup> Vice President
- Secretary-Treasurer

GO TO DEPARTMENT LINK BELOW FOR SHOP STEWARD ELECTIONS

RETURN TO MAIN LINK FOR BELOW ELECTIONS

- Executive-at-Large One & Two
- Sergeant-at-Arms One & Two
- One Trustee for term 2023
- Entertainment Committee

GOOD LUCK TO ALL THE NOMINEES



SUB MEETING – CARETAKERS ONLY - Register in advance for this Election Sub-meeting:

<https://us02web.zoom.us/meeting/register/tZYlc-itqj8sGdyQOoGvYq1k3QgWTj16GA2F>

SUB MEETING – CLERICAL ONLY – Register in advance for this Election Sub-meeting:

<https://us02web.zoom.us/meeting/register/tZcrfuyvpzqwE9UvBvsnRwmOM9ygBGfw2BKY>

SUB MEETING – EDUCATION ASSISTANTS ONLY – Register in advance for this Election Sub-meeting:

<https://us02web.zoom.us/meeting/register/tZUld-GvrTwuHtUaRfxk5HvK7ArzXw4H8KO4>

SUB MEETING – MAINTENANCE NON-TRADES ONLY – Register in advance for this Election Sub-meeting:

<https://us02web.zoom.us/meeting/register/tZAkf-yrrT0qGNI7c27i2Ue4-M2jcNmKN4Ma>

SUB MEETING – MAINTENANCE TRADES ONLY – Register in advance for this Election Sub-meeting:

<https://us02web.zoom.us/meeting/register/tZAldO-vqDksHNZ0EXQd4LgQNEK5Dh42HUaU>

SUB MEETING – SCHOOL AND COMMUNITY SUPPORT ONLY – Register in advance for this Election Sub-meeting:

<https://us02web.zoom.us/meeting/register/tZYud--opzgtGtQhHO--a3ghO-hh6wwbM2g>

SUB MEETING – STUDENT SUPPORT ONLY – Register in advance for this Election Sub-Meeting

<https://us02web.zoom.us/meeting/register/tZ0ld--qqj8pE9Y0AzEpEZ73X-qscu-CV78U>