

CHRONICLE

CUPE LOCAL 728

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May 2023
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GENERAL MEMBERSHIP MEETING May 17, 2023

The May 17th GM will be a HYBRID meeting at 8:00 p.m. You can attend in person at the **Surrey Beavers Athletic Association (Rugby Club) – 17395 57th 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/join/zoom/register/tZwrdr-yorjItHtBNnvT7BqpdWnNU3KcMzg0j>

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 – Edward Parsotam.....604-812-2611
MT - Non-Trades – Desmond Caines.....604-813-1799
MT - Trades – Blair Hofer.....604-723-1921
School & Community Support
Laura Hagar-Gaube.....604-341-6627
Student Support – Nora Hooper.....778-808-5823

Please **DO NOT** contact your shop stewards at their workplace.

CUPE BC SCHOLARSHIP APPLICATION

Please visit the CUPE BC website for information on their scholarship <https://www.cupe.bc.ca/>

728 HOLDING SOCIETY AGENDA (7:30pm)

There are a total of nine (9) 728 Holding Society Directors: The President of CUPE 728, four (4) elected Executives and four (4) elected Members from the floor.

- President – Tammy Murphy
- Four (4) elected Executives from the May 4, 2023 Executive meeting as 728 Holding Society Directors are: Allan Henricks, Amanda Williams, Shannon Levinsky and Theresa Pidcock.

1. Nominate and elect four (4) Members from the floor as Directors to the 728 Holding Society.
2. Nominate and Elect the Chair for the 728 Holding Society Committee.

GM AGENDA (8:00PM)

All Motions must be submitted in writing

1. Elect One (1) Trustee for term 2023 – 2026
 - Sylvia Pham - Nominated and accepted on April 19, 2023 GM
2. **Notice of Motion:** To send the Communications Officer to the CALM Conference from June 2 – 3, 2023 in St. John New Brunswick.
3. Elect ten (10) Delegates to attend the CUPE National Convention from Oct 23 – 27, 2023 in Quebec City.
4. **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.”



CUPE Local 728
Fillable Scholarship

PRESIDENT

There was a lot going on in the month of April, but three highlights of the month are we had a meeting with our trustees, elections and CUPE BC Convention. As well I would like to welcome Deea Bailey as our new National Rep.

The Trustee liaison meeting went well. We presented on workplace violence and workplace injury claims. Thanks George, for putting all the Data together. Not surprising but according to the stat for the district that EA/ABA put in 42% of the WorkSafeBC claims in the district, teachers are 29%. We also presented about the lack of funding and equipment in the yard. You may not be aware, but funding is based on students not buildings or facilities, so even though we get more schools we do not get more money to maintain the grounds or the physical building. We also spoke about the challenges facing our Child Care Workers. Caseloads of a 100 or more children and not being replaced just to mention a few.

We had our elections on the April 22 I would like welcome back into their positions:

- Theresa Pidcock – First Vice President
- Cory Hyslop - Secretary treasurer
- Shannon Levinsky – Clerical Executive Steward
- Gaylene Garceau – EA Elementary Executive Steward
- Amanda Williams – EA Secondary/spareboard Executive Steward
- Nora Hooper – Student Support Executive Steward
- Cassie Deezar – Executive-at-Large

Newly elected positions:

- Des Caines – Non-Trades Executive Shop Steward
- Blair Hofer – Trades Executive Shop Steward
- Edward Parsotam – Caretaker Executive Shop Steward
- Laura Hagar-Gaube – School and Community Support Executive Shop Steward
- Marcey Campbell - Communication Officer
- Allan Henricks (returning as) – Executive-at-Large.

Looking forward to working with you all.

Mark Kawakami, George Hardy, Amber Wynn, Andrew Truman, and Manny Tunches thank you for all your hard work. We will miss you.

Lastly, we had our CUPE BC Convention. I was very disappointed that some of the resolutions I had worked on did not make the floor:

- School Funding Model
- Sector wide 12% market adjustment for trades
- As well as 728's Bargaining resolution (thank you George)

but there were many good resolutions that passed (48). It was a very full few days, we had the opportunity to connect and network with other Locals throughout the Province.

In solidarity, Tammy Murphy

1st VICE PRESIDENT

First and foremost, thank you to all those who came out on April 22 to vote! I am excited to serve the membership another term. Congratulations to all those who were re-elected and those who are newly elected. I look forward to working with you all!

It has been a busy month, much has happened. We presented to the Trustees. We brought up many of the issues in our local. Violence in the Workplace, CYCW issues, and Equipment concerns at DFC to name a few. The Trustees were very receptive to our ideas and concerns.

I had the privilege to go to CUPE BC Convention. It was amazing! 48 resolutions were passed this year 5 more than the last convention. CUPE 728 stepped up, spoke on many resolutions, and showed great passion at the mics.

The elections for CUPE BC were held on Saturday, April 29, 2023. Congrats to all who were re-elected and elected.

The next month will be working on grievances and preparing for arbitrations with National Rep.

MAY REMINDERS

Every day can be the beginning of something beautiful

*You are capable of blooming
Like May flowers*

Celebrate your wins, big or small

*There are days you harvest
And days you plant seeds*

*Embrace your uniqueness
And let your light shine*

In solidarity, Theresa Pidcock

STUDENT SUPPORT

Hello everyone,

Thank you so much for electing me as your Executive Shop Steward for another year! I appreciate your trust and will continue to do my best for all our members.

April has been a busy month, with many calls and emails, meetings at schools, and with the employer and many questions about accommodations and return to work plans and process. There have been many questions about the combining of ABASW and EA positions, as well as concerns about working outside of job specifications, and SD CYCW positions not being filled on the first day. We are moving into posting time and I know this can be very stressful. Please contact me if you have any questions or concerns.

I was able to attend the Cupe BC convention Apr 26 to Apr 29 in Victoria, and I thank our members for sending me. We passed 48 resolutions and heard many great speakers. I also took part in the Indigenous Caucus where we elected Debra Merrier to be our DVP. This was a great opportunity to network and learn about challenges and success in other BC locals.

Thank you again for this opportunity to represent Cupe 728.

In solidarity, Nora Hooper

SECRETARY TREASURER

Secretary Treasurer's Numbers for March 2023

- 811 JEIS emails / 7 new members / 5352 CUPE728 members / 4921 paid dues / 1315 were FT at 37.5 hrs.
- 9 Benefit Fund cheques issued for member assistance for a total of: \$9,306.38.
- 2 cheques to members next of kin for a total of \$5,000.00
- 15 recognitions sent as per 7a & 7k for a total of \$1,180.15.
- 16 Benefit Fund cheques for members leaving with 10+ years of service for a total of \$6,700.00.

Executive Board motions carried:

April 6, 2023: None

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 32nd 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 a staff member who opts out of benefit coverage when hired.

PEBT.CA:

To determine your **eligibility for benefits**, Desjardins assesses how your medical condition affects your ability to perform your Regular Duties. They base their decision on the medical evidence provided (medical test results/evaluations, lab reports, treatment records), the frequency and severity of your symptoms, the Regular Duties of your job and the provisions of the Core LTD Program Text. Total disability is not solely demonstrated by one or several diagnoses, but also by the description of observed clinical signs and limitations, as well as how they impact the capacities of the affected person at work.

Disabled means, during the Elimination Period and for twenty-four months thereafter exclusive of periods of Active Employment between successive periods of Disability which are considered one period of Disability under Section 3 (E) Recurrent Disability, the complete inability of a Member, because of Illness or Injury, to perform their Page 2 of 22 Regular Duties and thereafter means the complete inability due to the same Illness or Injury to perform the duties of any remunerated function or work for which they are reasonably fitted by Training and Experience, which pays at least 60% of the Member's Pre-Disability Earnings. Disability has a corresponding meaning. A Member who needs a driver's licence or any other licence issued by the government or regulatory body to perform their Regular Duties shall not be considered Disabled simply because their licence has been revoked or has not been renewed for reasons other than physical or mental impairment due to Illness or Injury.

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.
- The Trustees are currently working on the 2022 audit.
- EFAP aka Lifeworks and will be converting to Telus Health: Do not set up a new account, sign in with your SD36 username and password or call (24/7) 1-888-625-1136.
- I would like to thank the membership for my re-election and welcome all the new members to the executive board. I would like to extend best wishes to the non-returning executive board members and thank them for their valuable contributions as they will be missed.

In Solidarity, Cory Hyslop

SCHOOL & COMMUNITY SUPPORT

I am very thankful to have been voted in as your Shop Steward. I look forward to hosting meetings and getting to know you better and be of good service.

In solidarity, Laura Hagar-Gaube

CUPE 728 WOULD LIKE TO WISH YOU A



EA ELEMENTARY

I'd like to thank the membership for re-electing me as Exec Steward for another term. I love what I do and it's so nice to be acknowledged and appreciated.

Also, thank you for allowing me to join everyone that went to Victoria for the CUPE BC Convention. Attending Convention is so informative and always rejuvenates my enthusiasm for working for the membership. There were many resolutions that passed and most significant to our sector was addressing violence in the workplace.

CUPE BC 2023 Convention | Resolutions Book Page 44 of 93: K-12 Resolution No. 43

CUPE BC WILL:

Lobby the Minister of Labour and Minister of Education and Child Care to develop and implement a province-wide strategy to make public schools safer places to work, including provisions to hold school district employers to a higher standard for collaborating with workers and their representatives to ensure safe working environments for all.

BECAUSE:

- Violence in the K-12 sector is at an all-time high for CUPE workers, yet employers are discouraging members from reporting violent incidents.
- A substantial number of worksites do not have a joint health and safety committee, despite this being a legal requirement under the WorkSafe BC regulations.
- A history of failure by school district employers is clear evidence that those responsible for worker safety are either incapable or unwilling to take the steps necessary to ensure safe workplaces for CUPE members.
- Worker participation in the development, execution and evaluation of safety plans is essential to worker safety and ensures real-time feedback from those most affected; and
- The B.C. government has the ultimate responsibility for our public education system, and this includes ensuring school district employers are upholding their legal responsibilities to ensure healthy and safe workplaces.

In Solidarity, Gaylene Garceau

IESW Unit Meeting

Important Meeting for all IESW to be held on ZOOM

What: Unit Meeting

Who: EA/ABA SW (IESW)

When: Wednesday May 31st

Time: 4:00 PM to 5:30 PM

Where: online only on ZOOM (pre-register)

https://us02web.zoom.us/meeting/register/tZld-itqTkpHdLzCnlLoar_HtOFNzIAb2GQ

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

CARETAKERS

Namaste,

Thank you, Caretakers, for selecting me to be your representative as executive shop steward for the next term. As your voices have been heard we will work together to ensure that assistance is provided on a clear and consistent basis.

In order for us to help create the system that would be more responsive I require your cooperation and contribution.

My first request would be for you the caretakers please attend the caretaker unit meeting on May 27th at 11:00am, at the union hall upper conference room. Here is where we can discuss and provide guidance as a unit.

Snacks and refreshments will be provided.

In solidarity, Edward Parsotam

EA SECONDARY/SPAREBOARD

Thank you for re-electing me for EA Shop Steward for Secondary/SpareBoard. I truly enjoy helping each & everyone of you.

April 5th, we met with the trustees to speak on many matters that affect our Local. George Hardy and I spoke about Violence in the workplace.

I was elected to go to CUPE BC Convention where I was a first-time speaker at the mic on Resolution 43 "Safe Workplaces in Schools" which I'm happy to say PASSED!!

As we are coming to the end of another school year, please ensure you have done all the Modules for EA to ABA. If you have not completed, then you will not be able to post at the June meeting & run the risk of loosing your position within the District.

This is a stressful time of the year for everyone as we await to find out what hours the schools have. Remember we work & help out with all students.

In Solidarity, Amanda Williams

COMMUNICATIONS OFFICER

I would like to thank everyone for coming out to the annual elections this past April. I am absolutely honored to be back in this position and look forward to bringing our membership and our community important information. At this point, I don't have much to report but I do look forward to increasing our usage of our social media and finding the best forms of communication for our membership. I am always open for suggestions, so please reach out if you have any ideas or something you would like to see.

Respectively Submitted, Marcey Campbell

COMMITTEE CORNER

HEALTH & SAFETY SUB-COMMITTEE

The OH&S Sub-Committee met April 1st. We discussed the ongoing issue of violence in the schools and the effects on everyone involved. We also talked about the site committees at each location and how to communicate better with these committees. It is very concerning that CUPE site committee members are not being involved in the investigations and safety plans and are often underrepresented on these committees.

We are planning another information session so watch for the date to be posted on social media and webpage and we are also planning to do a health and safety table at the upcoming IESW posting day.

In solidarity, Nora Hooper, Chair

CONGRATULATIONS

We would like to congratulate the following
CUPE 728 Members for being elected as
CUPE BC Diversity Vice Presidents (DVP)

Debra Merrier - DVP Indigenous CUPE BC
Executive

Edward Parsotam – DVP Racialized Workers
CUPE BC Executive

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.lifeworks.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.lifeworks.com

Family members:

Username: SD36FAM Password: EFAP

ELECTION RESULTS

We held our annual Elections on April 22, 2023.
Congratulations to the below new and returning
Executive Board

1st Vice President

Theresa Pidcock

Secretary-Treasurer

Cory Hyslop

Caretaker

Edward Parsotam

Clerical

Shannon Levinsky

Education Assistant Elementary

Gaylene Garceau

Education Assistant Secondary/Spareboard

Amanda Williams

Maintenance Non-Trades

Desmond Caines

Maintenance Trades

Blair Hofer

School & Community Support

Laura Hagar-Gaube

Student Support

Nora Hooper

Communications Officer

Marcey Campbell

Executive at Large One

Cassie Deezar

Executive at Large Two

Allan Henricks

Sergeant at Arms One

Sheila Simpson

Sergeant at Arms Two

Kyle Jones

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

Laura Hagar-Gaube, Amanda Williams, Cassie Deezar,
Theresa Pidcock, Debra Merrier, George Hardy



APPLICATION

THOMAS G. ELLIS MEMORIAL SCHOLARSHIP

AND

CUPE LOCAL 728 SCHOLARSHIPS

When you complete this form, you are applying for the following scholarships.

1. The Thomas G. Ellis Memorial Scholarship for two thousand (\$2,000) dollars
2. CUPE Local 728 Scholarship for one thousand (\$1,000) dollars
3. Two (2) one thousand (\$1,000) Scholarships for students who identify as Indigenous
4. Two (2) five hundred (\$500) dollar scholarships to be awarded by random draw (exclusive of the successful recipients of the two preceding scholarship awards).

The scholarships are offered to Local 728 member's children graduating from Grade 12 in June 2023.

Applications should be submitted with written notification of acceptance from a post-secondary educational facility, accompanied by a transcript of your marks as received from the Ministry of Education in Victoria and the completed form below, not later than September 29, 2023.

Return to: office@cupe728.ca

NAME OF APPLICANT

PARENT/GUARDIAN

ADDRESS

TELEPHONE NUMBER

BIRTHDATE

SCHOOL ATTENDED

UNIVERSITY/COLLEGE APPLICANT PLANS TO ATTEND

DEGREE/CERTIFICATE SOUGHT

