

CHRONICLE

CUPE LOCAL 728

Volume 50 – Issue 8
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October 2023
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GENERAL MEMBERSHIP MEETING October 18, 2023

The Oct 18th 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 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: GM Meeting Link
<https://us02web.zoom.us/meeting/register/tZUocO2hrzMoHtLVfk6i9bASI2g89hVg-ZEL>

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.

IESW Elementary – Gaylene Garceau.....778-808-4483
IESW Sec/Spareboard
Amanda Williams.....604-818-2019
Clerical - Shannon Levinsky.....778-808-3917
Caretaker – Edward Parsotam.....604-812-2611
MT - Non-Trades – Des 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

Stewards will only respond to emails directed to their Union email (@cupe728.ca) and phone calls to their union phone during non-working hours.

Emails sent to the employer email WILL NOT BE

AGENDA

All Motions must be submitted in writing

- 1. Notice of Motion: Bylaw change 60 days notice**
(Notice given April 11/23, can vote at June 21/23 GMM)
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.”
- 2. Notice of Motion:** \$15,000 for Children’s Holiday Party
- 3.** Elect four (4) Members to attend the CLC Winter School – weeklong between Jan 14 – Feb 16, 2023.
- 4.** Elect fourteen (14) Delegates to the CUPE Metro Vancouver District Council.
- 5.** Elect two (2) members to the Sick Bank & Benefit Fund Committee for terms Oct/23 – Oct/26.
- 6.** Present the 2022 Trustee Audit Report
- 7.** 2024 Budget presentation and vote

SAVE THE DATE - HOLIDAY PARTY'S

Children’s Holiday Party: Saturday, Dec 9, 2023

- Flyer/registration form will be sent to member by personal email and posted on the CUPE website.

Adult Holiday Party: Saturday, Dec 16, 2023

- Flyer is on page 6 of this chronicle
- Tickets available for purchase at the Union Office – Cash Only (exact change)



PRESIDENT

Well, we did it, the first month of school is behind us, and what a busy month it was. I hope you all had a successful September. If you need any assistance though, please connect with your shop steward.

We have a great number of things going on from September to November. First, I would like to thank those who helped from the entertainment committee and the executive for a very successful welcome-back BBQ. We had a lot of people show up and shared laughs and ate hotdogs. It was a long day for some of us though as we had been at the STA office supporting and standing with supporters of SOGI. It was a hard day to see so much fear and hate but it was very refreshing to come to our BBQ and see so many supportive faces. On the 30th I went to the march in White Rock for Truth and Reconciliation with some of the executive.

I was at K-12 President's Council from October 4 - 5 and a big topic that came up among many was SOGI, it was very eye-opening too many to explain what was being taught in school and some of the myths that are going around. I will provide some information to those that are interested. I learned that most of the other K-12 locals have their hard copies of their Collective Agreements and that they all had numerous editing issues as we did. Locals are all struggling with not having retention and contracting out. We discussed bargaining and upcoming elections as well. Yup, getting close to bargaining again.

On October 6, we had education on contracting out. This is a huge issue in our district in so many departments. We need to stand up and fight back on this. Our work needs to stay with us. If you see work being done by an outside company, take a picture if possible and report it to the Union at office@cupe728.ca and the anti-contracting out committee anticontractingout@cupe728.ca.

Also, this month is CUPE National Convention in Quebec City. I am looking forward to meeting with people and learning about situations across the Country. There are a great deal of resolutions going forward some will be controversial. It is also super interesting to see how very different other parts of Canada think. I look forward to sharing on my return.

In solidarity, Tammy Murphy

CUPE 728 Collective Agreement is available to view at online:

<https://cupe728.ca/wp-content/uploads/sites/168/2023/09/SD-36-Surrey-CUPE-Local-728-Collective-Agreement-2022-2025-FINAL-..-002.pdf>

1st VICE PRESIDENT

Why is it important to report an incident?

They provide a reminder of possible hazards. Reporting them provides a way to monitor potential problems and root causes as they recur. The documentation of these problems and root causes increases the likelihood that repeating failures will be noticed and corrected before they develop to more serious incidents and creates a paper trail for future. All incidents should be investigated within 48 hours.

Why should all incidents be reported?

Incidents, whether they result in injury or not, are warnings that there are uncontrolled hazards. We want these hazards identified and removed from the workplace. It is critical that all injuries and incidents, including near misses, be reported so that they can be investigated, and the causes determined and eliminated.

Why is it important to report workplace incidents?

It is usual practice for schools to hold an **incident** book. It is vital to ensure that any **incident**, their cause and the subsequent **injury** symptoms are recorded. When verified against medical records, it provides **important** proof that an **incident** has happened.

What should be in an incident report?

An incident report should be:

- Accurate - all data must be clear and specific
- Factual - an incident report should be objective and supported by facts
- Complete - ensure that all essential questions (what, where, when, why and how) are covered in the incident report
- Graphic
- Valid

Why Report Near Misses?

A Near Miss is an unplanned event that did not result in an injury or property damage but had the potential to do so. Given a slight shift in time or position, damage or injury easily could have occurred. Such incidents are estimated to occur at a rate of 50 near-misses for each injury reported.

Identifying and investigating near-misses is a key element to finding and controlling risks before workers are injured. The information gathered through near-miss reporting is evaluated to determine root causes and hazard mitigation strategies. "Lessons learned" are shared in a general way (you are not identified) so all employees can benefit from the findings and your near-miss does not turn into someone else's injury!

We believe all incidents should be reported.

If you are being repeatedly hit, kicked, punched sworn at, threatened or even been slightly injured a few times in a year it can take a toll on you mentally and physically. It is important these things are documented so if in future you started to feel the effects you will have documentation of why it has occurred.

So please fill out incident reports.

In solidarity, Theresa Pidcock

SECRETARY TREASURER

Secretary Treasurer's Numbers:

August:

- 521 JEIS emails / 14 new members / 2100 paid dues / 1367 were fulltime at 37.5 hrs
- 14 Benefit Fund cheques issued for member assistance for a total of: \$16,913.16
- 1 cheque to a member next of kin for a total of \$ 2,500.00
- 2 recognitions sent as per 7a & 7k for a total of \$175.98.
- 23 Benefit Fund cheques for members leaving with 10+ years of service for a total of \$9,699.85

Executive Board motions carried:

None

Members JEIS/off work 6 days or longer need to know information:

The mission of the JEIS is to complement the LTD plan by providing proactive and timely service to plan members that facilitates their return to work in a caring, safe, and timely manner.

Members are required to participate in the PEBT Joint Early Intervention Service (JEIS) following six (6) days' absence from work. Members may also be required to undergo an independent medical assessment by a physician to assess the nature and extent of their disability. See PEBT.ca.

If you waive or decline your benefits when hired, there is a good chance the benefit provider will not take you or your family on at a later date. As we age, things can change with our partners employers, their benefits, our health, etc., and there may not be a benefit option available to you at a later date. Also, it is important to know, if you are on an unpaid leave of absence your benefit coverage terminates at the 32nd day which leaves you and your family members without SD36 benefits.

PEBT' s JEIS referrals report statistics:

Month	2019	2020	2021	2022	2023
Jan	79	67	45	142	83
Feb	61	62	43	99	79
Mar	36	57	84	44	70
Apr	53	36	73	91	68
May	66	11	55	90	81
Jun	59	35	61	60	72
Jul	16	17	25	21	13
Aug	11	4	16	21	23
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	489

General Information:

The 2024 budget is ready for the executive presentation to members at the October general membership meeting. I can assure you that the Executive Board and I did our due diligence in reviewing the math, past and present while taking into consideration needs, wants and overall value to members. I am sure you will be pleased with the presentation and the efforts put in by all so please join us for this presentation on October 18, 2023.

In Solidarity, Cory Hyslop

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) ELEMENTARY

We want to thank everyone that was able to attend our September Unit meeting for IESW. For anyone that missed it, the slides are available on our website. If anyone has any ideas for future Unit meetings, please let us know.

If your student(s) are showing challenging behaviour, having a PBS (Positive Behaviour Support) before or with an ESP (Employee Safety Plan) is really important! It is extremely difficult to change problem behaviour that has been a part of the student's life for so long and it has worked for them in the past. So, getting a Positive Behaviour Support Plan can be extremely helpful. Remember that if it has happened before it is likely to happen again. Ask your team how to get one.

There are many issues around the job spec and usage of IESW 3's and we are looking into it. We feel things are not being done as they should be and will continue to look in the background for solutions. If you are having issues with being paid IESW 3 when asked to substitute in an IIP (Intensive Intervention Program), please tell us.

Bargaining is right around the corner. Please submit your ideas for changes in the CA and we will add them to our list.

In solidarity, Gaylene Garceau

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) SECONDARY/SPAREBOARD

The 1st month of school is done!! I know it seems this year was challenging more then most. Hopefully everyone is starting to get into the swing of things & getting into routines.

It's important to remember, when working with students and colleagues:

- Pick your battles.
- Don't sweat the small stuff.
- Who is this bothering or making feel uncomfortable?

It's important to debrief after an incident. Fill out your incident reports after you have debriefed on work time. Reach out to your Shop Stewards for questions, advice or clarification, don't rely on hearsay & the internet.

Check in with your co-workers and be kind to one another!

Looking forward to seeing everyone's picture of their Halloween Costumes.

Be safe & have fun Trick-Or Treating!! 🔍👻

Happy Halloween 🎃

In solidarity, Amanda Williams

SCHOOL & COMMUNITY SUPPORT

It has been a busy month and many things are in progress. Facebook - never assume it's private. It can be used to discipline you. Never use social media on company time.

In solidarity, Laura Hagar-Gaube

CARETAKERS

Namaste,

Fostering a culture of respect among coworkers is essential for maintaining a harmonious work environment. We are all workers of Surrey Schools and with our similar positions, I would encourage that we treat our colleagues with the respect, kindness and professionalism in the way we would like to be treated ourselves. Effective communication looks like active listening to each other and problem solving. Understanding there is a detour and working out the barrier to resolve the conflict will only build the team and make it stronger and will help move us forward.

I would like to highlight that Dispatch calls are usually made after 11:00am but that does not mean that you on Spareboard will not get called earlier. Spareboard please be aware that there are multiple shifts at the Surrey Schools that you may possibly be called out for. This means you may be called for 6:00am, 6:30am, 7:00am, 9:00am, or 11:00am. If you miss your early shift call, then you missed the call; unless they call you back. If you miss calls consistently, then this is when it begins to get questioned as per why. To avoid any questioning please take the calls as spareboard are required and fill shifts as needed, and who knows it may be a long-term assignment for a site you love!

On August 23rd, 2023, at the Caretaker workshop that was hosted by the Service Operations management team it was made clear and reinforced that members working on site are allowed to attend the Union General membership meetings based on some minimal criteria. Sites that have user groups, and secondary sites must coordinate and alternate with the co-workers to be able to attend. All others must complete the

major parts of your sections and lock up only to return back after the meeting is complete and continue your sections to completion to the best of your ability in the time remaining (working in a Safe and Productive manner). For more details or clarification please give me a call.

On October 14th, 2023, 10:00am we will be hosting a Caretaker Unit meeting at the Union office. Please join us as we can get into some details on how to improve your sections, deal with conflict and learn about our rights. Please feel free to email Caretaker shop steward for topics to be brought forward at the meeting. The agenda will be posted the day prior to the meeting.

Caretakers and Service Ops Crews your hard work and dedication to the job is not unnoticed, keep up the good work and strive for an easier tomorrow!

Peace, Love and Respect,

In solidarity, Edward Parsotam

MAINTENANCE NON-TRADES

Hi everyone,

I hope everyone had a good Summer. We are full steam into the new school year. I have several grievance meetings coming up and I am currently working on several issues that have been brought to my attention from multiple departments. I would like to thank everyone who takes the time to bring their concerns to me, as it brings attention to issues otherwise, I would not know about. As a reminder, I am away from the yard until early November, but always available to be reached by phone.

Cheers, Des

In solidarity, Des Caines

COMMUNICATIONS OFFICER

Happy Fall! A BIG thank you to everyone that follows us on our social media accounts. September was quite busy on the CUPE728 Facebook page with over 33,000 interactions! Our website is updated with upcoming events. Thank you to the Shop Stewards that put on Unit Meetings this past month. If there are notes to share, they will be on your department's page on the website. I will be adding a page on our website that will have printable info for the CUPE Boards at your school and will be doing a contest on updating the Board.

Be sure to watch our social media for more info.

In solidarity, Marcey Campbell



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**Congratulations to the
Winners of
The Thomas G. Ellis Memorial
&
CUPE Local 728 Scholarships**

\$2,000 Thomas G. Ellis Memorial
• Daniel Liu

CUPE 728 Scholarships:

\$1,000 – Christine Sanchez

\$500 – Kaden Cajol

\$500 – Raji Kanda



November 11, 2023



Lest We Forget.

*In Flanders fields the poppies blow
Between the crosses, row on row,
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.*

*We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved, and were loved, and now we lie
In Flanders fields.*



*Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies grow
In Flanders fields.
— John McCrae (May 3, 1915)*



This November 8th is National Aboriginal Veterans Day, a day of remembrance and commemoration of the contributions of Indigenous Veterans in the First and Second World Wars, as well as the Korean War.

This Aboriginal Veterans Day, we would like to express our gratitude for the contributions Indigenous Veterans have made to Canada and the world.

**Celebrating Unsung Heroes:
Encouragement and Support of our
Caretakers**

In every workplace there is an unsung hero who works behind the scenes, ensuring that everything runs smoothly. Our Caretakers and the service operations department are the backbone of our organization, maintaining cleanliness and hygiene and safety for all. It is time we recognize their invaluable contributions and offer them encouragement and support that they truly deserve.

Let's start off by understanding what it is that they do. Caretakers and members from various service operation crews, are the ones that keep our workspaces clean, organized and safe creating an environment conducive of productivity and well-being.

By recognizing the effort, it would boost morale and make them feel valued. A simple "Thank you" can go a long way in showing appreciation for the work that is or was done. Let them know efforts do not go unnoticed and that their work is essential for smooth functioning of our organization. The small conversation or check in with a caretaker to help provide any resources or equipment to make jobs easier or efficient allow the caretakers to feel needed and wanted and respected in the workplace.

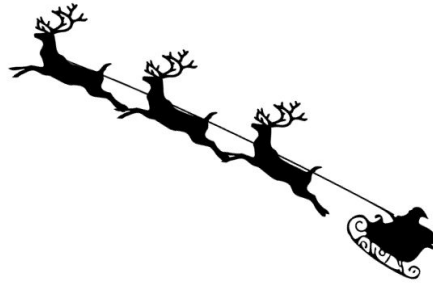
Caretakers do not receive much in the world of achievements but the satisfaction of a happy work environment in which they feel needed and wanted is rewarding to foster a sense of belonging. Organized team building at larger locations works quite effectively. We would encourage to include caretakers in celebrations at sites as well as celebrate workplaces TOGETHER.

Our Caretakers and service operations are unsung heroes, who work diligently to maintain a clean and safe environment for all. By offering encouragement and support you can help lift their spirits and boost their morale and create a workplace where they all feel valued and appreciated. Let's celebrate their hard work and dedication, recognizing that without them Surrey Schools would not be the same.

In solidarity, Edward Parsotam



CUPE 728 ADULT HOLIDAY PARTY



When: December 16, 2023

Where: Sheraton Vancouver Guildford Hotel
(15269-104 Ave, Surrey)

Time: Doors open at 5pm
(Don't Forget To Bring Your School ID)

Events: Dinner, Dessert, Dancing, Door Prizes, 50/50 Draw,
Adult beverages will be available to purchase ranging from \$5-
\$12 (Please Drink Responsibly)

Tickets: Members \$40.00 Guests \$70.00
(Exact Cash Only)

Free Tickets: Available to members who attended more than 50%
of the GM meetings from Spetember 2022 to September 2023

Availability: First come first serve purchase by attending member & 1
guest ticket

Questions Regarding Ticket Pickup Please E-Mail: office@cupe728.ca
(No Returns, No Holds, No Minors, No Exceptions)

Make an evening out of it: Hotel rooms are available at the
Sheraton for \$145.00/night
To book a room call: (604)582-9288

