

CHRONICLE

CUPE LOCAL 728

Volume 50 – Issue 9
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November 2023
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AGENDA

GENERAL MEMBERSHIP MEETING November 15, 2023

The Nov 15th 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: GM Meeting Link
<https://us02web.zoom.us/meeting/register/tZcpdeGpqTsjHtBAVvoChhrTPVwueNLXX64p>

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

All Motions must be submitted in writing

1. Present the 2022 Trustee Audit Report
2. Elect one (1) 728 holding Society Director

SPECIAL BYLAW MEETING

November 18, 2023 – 10:00am

Vote on changes to the Bylaws – go to www.cupe728.ca to view the changes we are voting on.

Online Zoom – You must pre-register using your first and last name or you will NOT be let into the meeting

https://us02web.zoom.us/meeting/register/tZYlfuqqrDorGdbNEBkLgXDDT72FZVyDjh_x

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

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>



2023 CUPE National Convention Communications Award

On Oct 25th, 2023, at the CUPE National Convention in Quebec, our local received an Honorable Mention for the CUPE Communications Award for the Best Use Of Digital Tools. CUPE has over 2,300 locals across Canada which include over 740,000 members! To have the Honorable Mention at this years Convention is absolutely amazing. Thank you CUPE728 for your continued support and I look forward to what this coming year will bring!!

In solidarity, Marcey Campbell

PRESIDENT

This month I have had many meetings. National Convention, K-12 all Presidents meeting, K-12 One Big Committee meeting, grievances, childcare (with District and National), Bylaws, Labour Management and Contracting Out.

The National Convention was great. It is always amazing to meet with other CUPE members throughout the country. I was, however, disappointed by how few resolutions went through. It is always interesting how different provinces think and I'm very proud to be from a very progressive and inclusive province. B.C. represented the 3rd highest number of delegates, Ontario 1st, and Quebec 2nd.

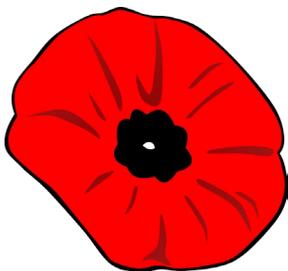
K-12 all President's meeting was great. We had a lot of discussion on CUPE's push for childcare in schools. There are many Districts like us who only have 1 pilot project before and after school care day program. There was a great presentation on SOGI and what is actually happening in schools. We had much discussion about how this information needs to be presented to parents, so they understand. We made reports by all the locals, that violence was an issue for every district. We are still trying to find ways to address this. We discussed per-student and structure (block) funding, and to all our surprise, other than a handful, no other locals/districts had their Collective Agreements at that time. We have our Collective Agreements now, online and in the office. Feel free to come by and grab one.

Remembrance Day and Indigenous Veterans Day will be this month. Indigenous Veterans Day is November 8th, a ceremony will be taking place in Vancouver from 1-3 at the Vancouver Aboriginal Friendship Center. We will be presenting a wreath on November 11 at Veterans Square 17710 56A Ave, on behalf of 728 Support Staff.

Please also keep your calendar free for the Bylaw Special Meeting scheduled for November 18th at 10 a.m. We will be presenting what we have presented in the past and new bylaws coming forward. Please look on the website for these changes.

Hope all is well and that we are staying safe as the cold and flu season moves forward. Please remember as it gets colder, and the snow comes many of our members work above and beyond dealing with it. Be patient and kind, this is not easy work.

In solidarity, Tammy Murphy



LEST WE FORGET
November 11, 2023

1st VICE PRESIDENT

This month has flown by. We were able to settle several grievances with the employer during this period. I will have a report for the next gm.

I want to thank the membership for voting for me to attend the National Convention in Quebec City, which was a great experience. At the convention, Mark Handcock was re-elected as our National President and Candice Rennick was elected to serve another term as the National Secretary-Treasurer. Over 200 resolutions were submitted, but unfortunately, not many hit the floor, which was a bit disappointing. I did get up to the mic to talk about resolution 32, which called for significant improvements in wages, benefits, and working conditions in the K-12 sector. I spoke about the violence that IESWS personnel endure daily, and how, if we worked in other sectors, we would have proper security or PPE to protect us. I also spoke of the fact that many support staff wages are at the poverty line or just above.

We had several new delegates to the convention this time and they did amazing, we stood together in solidarity for each other at the mics. In the end, any resolutions that did not hit the floor were referred to the national executive board, so they continue the work not done at the convention.

Again, thanks for the opportunity to attend the convention.

In solidarity, Theresa Pidcock

CLERICAL

Hello All,

Hoping this finds you all well and happy to be finished with the 1701's for now! Way to go, I know this is a tough time for all! For those of you that did not attend the Clerical Unit Meeting on September 19th, here is an update. We had our first Clerical Committee Meeting on September 18th. We talked about the Clerical Support Fund with \$116,868 in funding for this year. We agreed that it would be used on first day replacement for illness, not LOA. The intent of the support fund is for replacement of clerical outside of guidelines (B-Memo). At this time so far, they have hired 27 new clerical members. There were 3 training sessions over the summer (in the past they usually only had 1). They have now closed the ad as they had a total of 477 applicants. The fund totals 567 total days at the CT rate. This will be a great help. At the time of this meeting on September 18th there were only 180 school days left in the year. Starting in October we will be working outside of the B-Memo for replacement.

Another topic of discussion was workload. There were a few schools with concerns, but nothing like I have seen in the past. If this is a concern for you, please reach out to me and I can put it on the list for discussion.

We also had a discussion about Pro-D Days. If you have suggestions, please forward them to me with the subject line Pro-D ideas and I will forward those on for suggestions. I would also like to know would you attend Pro-D Days? How many would you like, would 2 or 3 be better? These would be

at an offsite location to be determined. Would you rather be at your site working? Please let me know your thoughts at ssclercal@cupe728.ca.

I am sure most of you have already heard of the exponential growth of the Surrey School District. We are at a record 81,000 Students! This will cause more challenges, I am sure. Thankfully the Clerical Support Fund will help with the rapid growth. We will be meeting again in January to report back on how things have gone over these next few months.

Many of you have received letters of increase. There will be many changes to schools with the increase of students. If you have any concerns, please let me know.

I would like to thank the membership very much for electing me to represent CUPE 728 at the CUPE National Convention in Quebec City! CUPE is officially 60 years old! I am honoured that I was elected to represent and stand up for all CUPE 728 members on the issues that the education sector is facing. The lack of funding, contracting out, and the level of violence to name a few. The days were very long, but well worth it. There were evening caucuses, lunch meetings and even a rally during lunch as well. Mark Hancock our National President was re-elected as well as our Candace Rennick our National Secretary-Treasurer was also re-elected. If you are interested in details of all the resolutions and constitutional amendments that passed and were defeated, just let me know, I took 25 pages of notes during the week.

Times right now are tough for so many members. I just want you all to know that I am thinking of you and sending love. Remember to be kind to yourselves and each other.

In solidarity, Shannon Levinsky



CARETAKERS

Namaste,

Caretakers you all are amazing as the pressure was on in the last month with being short in our department. You rockstars were able to help and contribute through the beginning of flu season. I would like to bring to your attention that personal protective equipment is available at all sights, so if needed please contact the Head Caretakers, and if they are not able to provide you with it than contact your zone manager.

Did you stretch out today? Did you know that stretching for only 5 minutes can warm up your body enough to prevent a short movement strain? Service operations and the health and safety committee would like to encourage you to take that minute or two to stretch when feeling tight or sore to prevent injuries from occurring. Don't forget to stay hydrated as dehydration can also happen in the cold months and contribute to serious injuries.

Did you know this is in our collective agreement?

11.20 When an employee is appointed or requested by a department head to perform the duties of a position in a higher classification, the employee shall receive the rate of pay for all hours worked at the higher classification. For the purpose of this section, where practical, the senior employee in the next lower classification in the department or school shall fill the position. Any work performed in excess of forty five (45) minutes shall be paid for at the higher rate and under forty five (45) minutes at the lower rate.

If you have any questions, please contact me at sscaretakers@cupe728.ca or 604-812-2611.

In solidarity, Edward Parsotam

SECRETARY TREASURER

Secretary Treasurer's Numbers:

September:

- 631 JEIS emails/67 new members/4531 paid dues/1356 were fulltime at 37.5 hrs.
- 5 Benefit Fund cheques issued for member assistance for a total of: \$4,274.32.
- 0 cheque to a member next of kin for a total of \$0.00
- 10 recognitions sent as per 7a & 7k for a total of \$773.35.
- 0 Benefit Fund cheques for members leaving with 10+ years of service for a total of \$0.00.

Executive Board financial motions carried:

1. October 10: \$100.00 for a Cloverdale legion, remembrance day wreath
2. Move \$150,000.00 from chequing into a 12-month redeemable term deposit.

Absent from work 6 days or longer information (JEIS/PEBT):

Members are required to participate with the benefit provider, Desjardins, which is representing the Public Employee Benefit Trust program as written in our collective agreement and under PEBT.CA.

If you waive or decline your benefits when hired, there is a good chance the benefit provided 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:

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	78
Oct	76	71	61	86	
Nov	76	87	111	116	
Dec	65	65	68	72	
Totals	662	608	717	910	567

General Information:

I'd like to thank you all for your 2024 budget participation at the October general membership meeting, we have successfully approved next years budgets.

In solidarity, Cory Hyslop

**INCLUSIVE EDUCATION SUPPORT
WORKERS (IESW) ELEMENTARY
POSTED**

Do you think you may be suffering from burnout? We know, it's only November! Personal care isn't just a catch phrase. Here are some signs that you may be suffering from burnout at work and how you can help yourself to move forward.

7 signs you're suffering from burnout — and what to do about it*

1. Experiencing a lack of motivation. A common burnout symptom is diminishing interest in everyday work tasks and interests.
2. Feeling exhausted.
3. Trouble focusing.
4. Developing a short fuse.
5. Health issues.
6. Always thinking about your job.
7. Bad habits.

Strategies to try*

1. Get professional help. Recovering from burnout can be much easier with the help of a therapist.
2. Alert your support system.
3. Tell people what you need.
4. Practice self-compassion.
5. Monitor your stress levels.
6. Make a habit of journaling.
7. Try different stress-management techniques.
8. Set boundaries.

Recognize the symptoms of burnout and reach out for help. Asking for help is *not* a weakness. Being Pro Active with our

mental health will help us in all areas of our lives. Find a "safe" venting partner. Someone that will not judge you (or others), not to try and "fix" it for you, or place blame on you or others and most importantly, is 100% confidential. This is about your feelings; how did the incident make you feel? If our feelings are *not* resolved after this, please seek professional help through our EAP system or from your family GP.

*www.cio.com

In solidarity, Gaylene Garceau

MAINTENANCE NON-TRADES

Hi All,

I will be back working out of DFC in November. I've had several calls and questions in October most of which had positive outcomes. In November my goals are to have conversations with our grounds department on how we can improve. Please continue to reach out with any and all questions.

In solidarity, Des Caines

SCHOOL & COMMUNITY SUPPORT

So, I had a survey posted on Facebook and emailed it out to all meal prep aides. If you didn't get one guess what? We your union don't have your personal email on file, so if you did not receive the survey, please register on the CUPE 728 website: www.cupe728.ca.

SSL - Follow up unit meeting will be November 6th at 4:00 pm at the union office.

Supervisory Aides - Management has updated your guide this year.

Thank you to all of you who work to keep our students embraced in inclusivity and keep our schools a better community.

In solidarity, Laura Hagar-Gaube

STUDENT SUPPORT

Hi Friends,

It has been a busy month with many calls about placements, back to work plans and accommodations in the workplace. I've also had many calls about leaves. Please remember to apply for, and have your leave approved prior to making travel plans. If you make arrangements and your leave is denied, and you go anyway, you may face discipline from the employer. The same applies to returning late from an approved leave.

I've also received many calls about hours of work. You are given a set number of hours per day in your position and your

admin has the right to determine start and end times of your day. While this may cause difficulties around childcare or a second job, the district expects its employees to have childcare arrangements and to prioritise this position. Sometimes there are exceptional circumstances, so if you are having difficulties around this issue, please call me.

Please fill out incident reports for all injuries and near misses and send a copy to the union. We do not receive these from the employer.

I hope all is well in your position, and the year has had a good start.

In solidarity, Nora Hooper

COMMUNICATIONS OFFICER

I was saddened to hear about the recent fire at Hazel Trembath Elementary in Coquitlam. A school is not just a building for kids to learn, it is more than that. It is a full community. I want to acknowledge the CUPE561 members, staff and students for their resiliency and courage during this time.

This month, I attended our local's Political Action Committee, 728's H&S Committee, the Joint Health & Safety Committee, and the Violence Prevention Working Group. For the Violence Prevention Working Group, we discussed two pilot projects that will be starting up in regard to field trips and home visits. I also attended the BC Menstrual Symposium through United Way at Douglas College. This was an inclusive conference where we discussed equity initiatives to eradicate period poverty.

I would like to thank all the members that went to CUPE Convention in Quebec. Thank you for taking time away from your families and work to help continue the work of CUPE.

At September's GM, I decided to change up the power point presentation a bit by being a bit more festive and providing more detail during the motions. My goal is to make the monthly member meetings as inclusive as possible. If you liked the changes, or didn't like the changes, or have suggestions for what I can change with the format, please do let me know: commofficer@cupe728.ca.

In solidarity, Marcey Campbell



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Indigenous Veterans day November 8, 2023

National Aboriginal Veterans Day acknowledges the significant contributions of Indigenous peoples, including First Nations, Inuit, and Métis, in the defense of Canada. This special day is designated to honour the courage, commitment, and sacrifices made by these brave men and women who stepped forward to serve their nation in times of need. Recognized annually, this Observance sheds light on the historical and ongoing role played by Indigenous veterans, paying tribute to their resilience, determination, and dedication to Canada.

The CUPE 728 Health & Safety committee would like to remind you to always fill out an incident report for injuries, violent occurrences or near misses. Please forward a copy to the union office office@cupe728.ca and to the Health & Safety email healthsafety@cupe728.ca. If this involves a work safe claim, please check that they have received the full report by checking your WorkSafe portal or calling your case manager. Please let the union know if they did not receive the full report.

In solidarity, CUPE 728 Health & Safety Committee

THANK YOU NOTES FROM MEMBERS

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.

Cindy T. – retirement Anne Maris B. - retirement
Farisha R. – sympathy Gillian H. – sympathy
Devinder K. – scholarship Joanne S. - 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.



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 September 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





CUPE Local 728

CHILDREN'S HOLIDAY PARTY

CLAYTON HEIGHTS SECONDARY SCHOOL

7003 – 188 St., Surrey

December 9, 2023

9:00 am – 1:00 pm

DONATIONS FOR THE SURREY FOOD BANK WILL BE COLLECTED AT THE DOOR

12 years old and under only
Children or Grandchildren of CUPE Local 728 members only

Muffins, fruit, juice, and hot chocolate will be served

Do you have any food allergies?

If so please let us know what they are: _____

First & last name of Member: _____ Number of Adults _____

Phone # _____ First, Last name, age and gender of Children:

_____	_____	_____	Gender
first name	last name	age	
_____	_____	_____	Gender
first name	last name	age	
_____	_____	_____	Gender
first name	last name	age	
_____	_____	_____	Gender
first name	last name	age	

Pre-register by November 23, 2023. Bring in the registration form (the whole page) in person to 5681 177B St., Surrey, B.C., V3S 4J2 or fax it to the Union office at 604-576-2871 or email it to office@cupe728.ca.