

CHRONICLE

CUPE LOCAL 728

Volume 50 – Issue 9
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December 2023
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GENERAL MEMBERSHIP MEETING December 20, 2023

The Dec 20th GM will be an online meeting at 6:00 p.m. If you must leave your school location, you can attend in person at the *Union Office (5681 177 B St., 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/tZcvcu2tqzgvG9BstKIWEEI9rMTRfu1pAeER>

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

AGENDA

All Motions must be submitted in writing

1. Present the 2022 Trustee Audit Report
2. Elect one (1) 728 Holding Society Director
3. Elect one (1) Sergeant-at-Arms
4. **Notice of Motion:** To create a Policy for Appreciation as per the CUPE 728 Bylaws.

IESW Unit Meeting December 12, 2023, at 4:00pm

Register in advance for this meeting:
<https://us02web.zoom.us/meeting/register/tZErcuihrD8vEtZz68GndX2Qg8li7VRZPM-N>

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



Please go to the CUPE 728 webpage and provide us with your personal email address, to do union business through.

www.cupe728.ca

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

PRESIDENT

Well, we are in December, and the year is quickly coming to an end. There has been a lot happening this year. Violence and contracting out is on the rise and exhaustion is setting in for many of us. We are actively looking into both of these matters and are already planning for the new year.

We had our meeting on November 18th, 2023, to pass the bylaws but unfortunately, we did not have quorum so I am hoping we can when they are presented in the new year, stay tuned for the Notice of Motion. Please remember the Bylaws are very important as they are what we use to run our Local and are the rules that guide us.

The last General Membership meeting for the year is on December 20th, 2023, at 6 pm. This meeting will be online as we do not have a venue to hold it. We have ordered new swag, and I am hoping they arrive in time to have as gifts for the meeting. Going forward at the General Membership Meetings, we will draw a gift for those that are in-person and one for those online.

I hope that those who went to the children's holiday party enjoyed themselves. There was lots of entertainment for the kids and families. Thank you so much to the Entertainment committee for all your hard work!

Winter break is coming up soon! For the employees who work 10-months, your last day will be the 22nd returning to work on January 8th. For 12-month employees, you will have Monday the 25th, Tuesday the 26th, and Monday, January 1st off. I hope everyone gets the opportunity to spend some time relaxing during this period.

The Holiday season can also bring on added stress for some. If you are struggling, please reach out to Telus Health (1-888-625-1136), or family and friends for support. Please don't struggle alone.

I hope you all have a wonderful Holiday season, and I am looking forward to the Adult Holiday Party and December GM.

Happy Holidays 😊



Cory Hyslop and I laid a wreath on November 11, 2023, on behalf of CUPE 728 at the Cloverdale Veterans Square

"Lest we forget"

In solidarity, Tammy Murphy

1st VICE PRESIDENT

The last few weeks have been busy. We currently have 66 grievances with the Local. Six are going to either mediated arbitration or complete arbitration. We have 14 at step 3, we recently presented two step three grievances. All our step two grievances have been presented thus far, and we are waiting for responses from the employer. All other grievances are under the grievance assessment process or in abeyance. When we get to step three, and they are denied, the Union must decide if the grievance will win in arbitration. This is where we look at our language, past arbitrations, and the laws that may apply to each grievance to assess how to proceed. I have prepared several step 3 and grievance assessments with our National Rep, and we are working together on moving forward with all our grievances.

The Holiday season is upon us, some of us will be off, and some will still be working. I want to thank those who are working this Holiday season and for keeping things together when the rest of us are off. I hope you get some time with family and friends over the Holiday Season. Everyone who has time, rejuvenate yourselves and spend time with the people you love. We work to live, not live to work. I will be in the office for a few days each week over the Holiday season, and I will be checking my emails.

Happy Holiday Season!

In solidarity, Theresa Pidcock

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW). SECONDARY/SPAREBOARD

Happy December ❄️🎅

We have a few very important dates to remember this month:

- Dec 12 - IESW Unit Meeting
- Dec 16 - Adult Holiday Party
- Dec 20 - GM Meeting

I know this time of the year can be stressful in your work life & personal. Remember you can only do as much as you can & as long as you are doing your best, you're doing amazing.

I encourage you all to come to the IESW meeting as we will be discussing some important information on contracting out.

Hope everyone enjoys the Holiday Season & spend as much time as you can relaxing & with your loved ones.

From my family to yours Merry Christmas 🎅🎄 & Happy New Year!! 🥳🥳

In Solidarity, Amadna Williams

SECRETARY TREASURER

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) ELEMENTARY POSTED

Secretary Treasurer's Numbers:

October:

- 773 JEIS emails / 69 new members / 4668 paid dues / 1359 were fulltime at 37.5 hrs.
- 7 Benefit Fund cheques issued for member assistance for a total of: \$2,739.49.
- 1 cheque to a members' next of kin for a total of \$2,500.00
- 5 recognitions sent as per 7a & 7k for a total of \$ 373.68
- 17 Benefit Fund cheques for members leaving with 10+ years of service for a total of \$7,265.00.

Executive Board financial motions carried:

November 3 meeting:

- \$275.00 for Calm renewal 2024
- \$500.00 donation for Christmas hamper

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

Our SD36 employer does not offer a short-term disability program, as union members in positions, we donate some of our sick time every year to a pool which we call the union sick bank. These funds may be available to qualified members that don't have sufficient sick time to assist until their full return to work or until their long-term disability date. Details are available in our collective agreement, in our CUPE728 bylaws on our webpage and at the union office.

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	82
Nov	76	87	111	116	
Dec	65	65	68	72	
Totals	662	608	717	910	649

General Information:

In preparation for closing 2023, any and all outstanding expenses must be submitted prior to Winter break in order to be reimbursed from the 2023 budget.

From my family to yours, we wish you all well this Holiday season.

In solidarity, Cory Hyslop

This has been a very busy month as we wind down into Winter Break. Many of our students may be triggered in ways we don't see coming. Remember that how we react to any situation may be a huge factor in either the escalation or de-escalation of any given situation.

There have been many challenges for IESW's this school year. We seem to be working with students with more complex needs than ever. Some of us are working in three classrooms or more. This makes it difficult to build positive relationships with our students. We encourage everyone to get to know their students as best they can before any demands are put on them to perform academic or work-related tasks. Work with your IST/Teacher to make sure you are all on the same page when it comes to demands.

We'd like to remind everyone to make sure they take their breaks. It is critical to your mental, physical, and emotional health. Please contact our Employee Assistance Program if you need any type of counselling. Contact information is on the HUB.

Does your union have all your personal information? Please send your information to office@cupe728.ca in order to receive all pertinent union information and updates. Attending GM's is easier than ever when you register on ZOOM. Many of us have 2 or more jobs, young children, parents we are caring for, etc.... Your Union needs you to be present as we are often having huge issues making and keeping quorum which is only 70 people! There are approximately 2,800 IESW in our district, make sure we are heard at the GM's. Many monetary decisions are made for where your union dollars are spent.

Facebook is a public forum and there is no such thing as being anonymous. While we all understand the need to vent, FB is NOT the place to do it. It has often been reported to the employer where you are, what your political beliefs are and many other things that can be detrimental to your employment. I personally find it very offensive when there are digs at your Union representatives. I'd like to remind everyone that we Stewards are volunteers and do many hours of work on our own time. Until you do someone else's job it is easy to be critical. We always encourage members to volunteer in some way in order to make change. If you don't like something or the way something is done by your union, please be respectful and vent with a safe venting partner or even better, get involved at some level and make a positive difference!

In solidarity, Gaylene Garceau

COMMUNICATIONS OFFICER

It has been a busy month. In fact, between October and November we have had almost 50,000 interactions on our FB page! Our Instagram is also growing. We now have 2986 members that have downloaded our FREE savings App called Endless Savings (you can get deals on travel, automotive, clothing, restaurants...).

Don't forget that we have a CONTEST going on for the worksite that has the best CUPE728 Info Board. Check out the website for items to post. Winning site will receive a gift basket with treats, swag, gift cards and more! Deadline is Dec 31.

In solidarity, Marcey Campbell

CARETAKERS

Namaste,

Caretakers play a crucial role in maintaining the well-being of those they support, but often their own mental health is overlooked. This month I'd like to report focus on addressing mental health issues among caretakers in the workplace, emphasizing the importance of their emotional resilience.

Caretakers frequently encounter stressors, such as the emotional weight of their responsibilities, long working hours, and challenging situations. To mitigate these challenges, it is essential to establish a supportive work environment. Implementing regular check-ins and creating a confidential space for caretakers to discuss their concerns can be instrumental.

Promoting work-life balance is another key aspect. Providing flexible schedules and adequate time off helps prevent burnout and supports mental health. Training programs that emphasize self-care strategies and stress management can empower caretakers to prioritize their mental well-being.

Additionally, fostering a culture of appreciation and recognition is crucial. Acknowledging the hard work of caretakers through regular praise and incentives can boost morale and contribute to a positive work atmosphere.

Moreover, access to mental health resources should be readily available. Offering counseling services, workshops, or support groups can provide caretakers with the tools they need to cope with the emotional challenges they may face.

Prioritizing the mental health of you the caretakers in the workplace is not only a moral imperative but also essential for maintaining a high standard of care. By implementing supportive measures, organizations can ensure the well-being of their caretaking staff, creating a healthier and more sustainable work environment.

In solidarity, Edward Parsotam

MAINTENANCE NON-TRADES

I want to start off by wishing Happy holidays to everyone. I hope the 12-month employees find time to spend time with family and friends over the Holiday season. November was a busy month and December looks to be following the same pattern. I had talks with ground's department members about some of their ongoing issues, including this years "snow plan".

I am interested to see how it unfolds. Please keep the questions coming. As a reminder, road conditions vary greatly this time of the year, so please drive safe.

In solidarity, Des Caines

MAINTENANCE TRADES

Merry December,

It's been a busy couple of months, getting loads of training to try and serve the union better. There is an alarming trend of contracting out going on and we are trying our best to make management see the light, hopefully they will open their eyes soon. On an H&S note, there have been a few incidents with crews dealing with asbestos over the past few months and there has been a curious amount of push back on our stopping work to make sure it's safe. There shouldn't be. BE SAFE. Remind managers that it's SD36 policy around the evil A word not yours and it's better to have the district give you written approval showing it's safe to continue the work.

Be smart, safe and have a happy holiday.

In solidarity, Blair Hofer

STUDENT SUPPORT

This has been a busy month with many calls and emails, meetings, and training at Fall School. In early November, I was fortunate to attend Fall School and take training in Parliamentary Procedure and Public Speaking. I learned a lot in the course, and from meeting and talking with the other participants. Thank you to all our members who made it possible for me to attend. I really appreciate these opportunities.

There has been no main theme to calls this month, but workload continues to be a concern, along with mandatory meetings outside of work hours. If you are being asked to attend meetings on your own time, please call me.

I want to wish you all the best over the holidays and hope you have a wonderful winter break.

In solidarity, Nora Hooper

COMMITTEE CORNER

Health & Safety Sub-Committee

The OH and S Sub-Committee would like to encourage you to file your incident reports for any injuries, exposure to violence, and potential injuries. To help you we have developed a full-page guide to the process that is published in this month's chronicle, page 6. It is also available to download and print under health and safety and CUPE Information boards. We encourage you to print this and add to your school or site CUPE board.

We would also like to remind you of the health and safety email to forward incident reports to and where you can ask the committee your health and safety questions. The email is healthsafety@cupe728.ca

The committee members would all like to wish you a safe December and Happy Holidays

In solidarity, Nora Hooper, Chair

Human rights and equity committee

On December 3, we commemorated the International Day of Persons with Disabilities, a day to reflect on the rights and contributions of individuals facing various challenges. This day calls for inclusivity, understanding, and breaking down barriers that hinder the full participation of people with disabilities in society. It's a reminder that diversity is our strength, and everyone deserves equal opportunities. Let us strive to create a world where accessibility is not a privilege but a fundamental right. By embracing differences and fostering an inclusive environment, we can build a society that truly values and empowers every individual, regardless of ability. Together, let's champion inclusivity, celebrate achievements, and work towards a future where everyone can thrive.

In solidarity, Human Rights & Equity Committee

Pension Committee

We would like to take a second to thank all the participants for the Canadian pension plan seminar that was held on December 2, 2023. We are hoping to continue the success and grow our attendance in the new year. Our goal is to have the municipal pension plan seminar sooner than later, so please keep attending General meetings to keep up with information.

Happy Holidays, In solidarity, Manny Tunchez

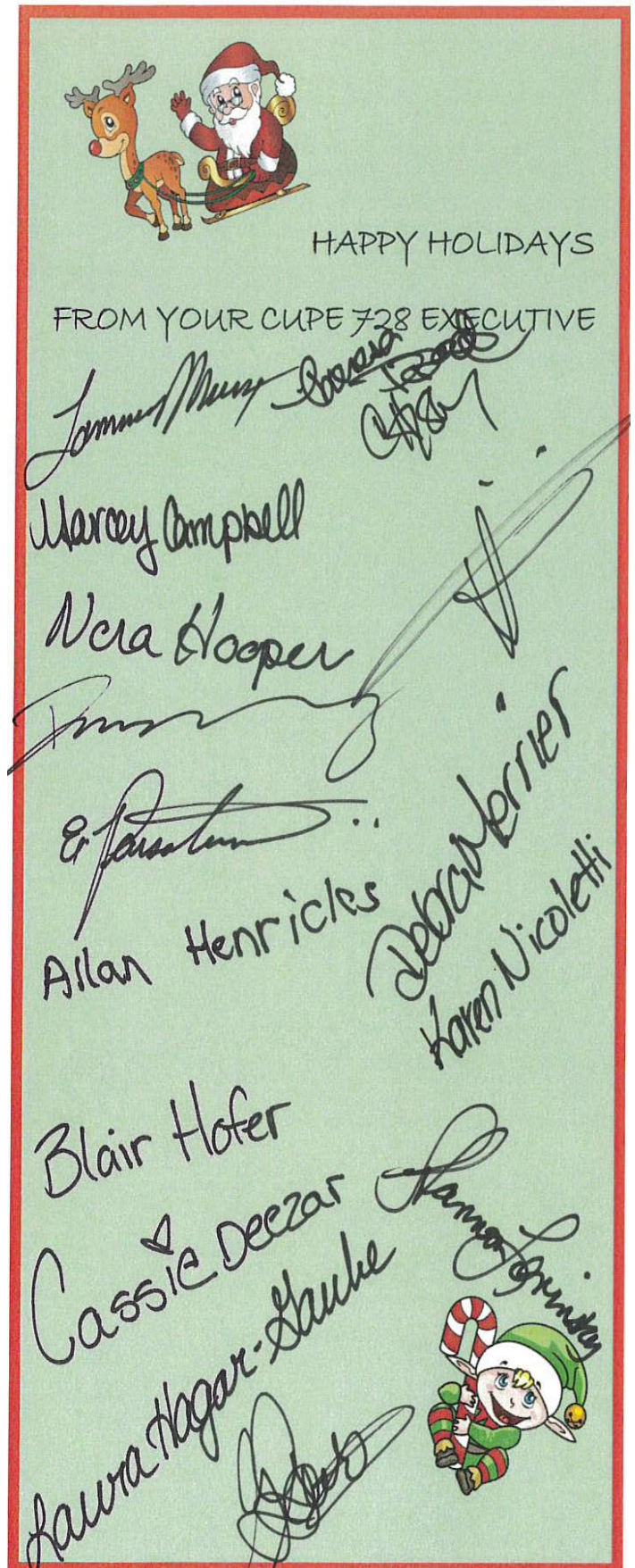
"Did you know"

Surrey schools' policy 7210.1 is about discrimination, bullying and harassment, defining reporting, and investigation procedures.

<https://media.surreyschools.ca/media/Default/medialib/7210-1-regulation.4a3e6a12503.pdf>

This document will walk you through bullying and harassment and assist with the process of reporting very valuable tool, please have a read as it will help in any situation where you feel it may be necessary.

In solidarity, Edward Parsotam
7210-1-regulation.4a3e6a12503



How to fill out an incident report

CUPE 728

- Log in to ESS (staff@surreyschools.ca)
- Choose MyEForms
- Choose Employee Injury Report
- Choose Workers Report of Injury
- Forward your completed incident report to the Union

You have the RIGHT to fill out an incident report

Nobody can talk you out of filling out an incident report. An incident report is to help your worksite to be safe for you, your co-workers, the students and the public

Be sure to see First Aid if you are injured, even it's a minor injury

The First Aid Attendants at your site are well-trained to assist you. Please be sure to reach out to them if/when needed.



Near Miss

A Near Miss is when an incident or injury could have happened. It is imperative to fill out an incident report so that a future accident is avoided



Fill out the form in detail on your work time

- Where were you standing?
- How did you get hurt?
- Who were the witnesses (if it was students be sure to indicate that)?
- What quality was the equipment you were using?
- What time of day was it?



PROVIDE LOTS OF INFO

What to do next

- Advise your Manager/Admin Immediately. They are **REQUIRED** to do an investigation to help identify the hazards and/or causes
- Be sure your CUPE728 H&S rep at your site is aware immediately. They are **REQUIRED** to do an investigation to try to sure this won't happen again
- Be sure to see your doctor or go to a Walk-In Clinic or hospital, if needed
- Be sure to contact WCB if you will be missing work and/or if you need to purchase over-the-counter medication
- **Filling out an incident report does NOT start a WCB claim. Call them at 1.888.WORKERS**

Be sure to forward your incident report to the Union at

healthsafety@cupe728.ca

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