

CHRONICLE

CUPE LOCAL 728

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GENERAL MEMBERSHIP MEETING January 17, 2024

The Jan 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)* or *Online Zoom*:

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.

<https://us02web.zoom.us/join/zoom/register/tZAlcOigrT8iHdQPPUsD6olkylbUlusmrA5M>

Register in advance for this meeting: GM Meeting Link

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. Elect one (1) member to the CUPE 728 Health & Safety Sub-Committee.
2. **Notice of Motion:** For CUPE 728 to put in a \$50,000 cost share with National for Contracting Out.
3. **Notice of Motion** (Notice of motion put forward by Eric Jaworski at the Dec 20 GMM) To update appreciations in our Bylaws/Policy to reflect 40 years of inflation. **See below requested changes to the bylaw/Policy**

21. Appreciation – 2nd paragraph

Current:

The token of appreciation shall be one hundred dollars (\$100.00) plus fifteen dollars (\$15.00) per year of service, to a maximum of five hundred dollars (\$500.00) in a wallet bearing the CUPE logo. Retirees in good standing with CUPE 728 continue to be non-voting members and may not hold office with CUPE 728. These members may attend all general membership monthly meetings of CUPE 728.

Change to:

The token of appreciation shall be ~~one hundred dollars (\$100.00)~~ **three hundred dollars (\$300.00)** plus ~~fifteen dollars (\$15.00)~~ **forty-five dollars (\$45.00)** per year of service, to a maximum of ~~five hundred dollars (\$500.00)~~ **fifteen hundred dollars (\$1500.00)** in a wallet bearing the CUPE logo. Retirees in good standing with CUPE 728 continue to be non-voting members and may not hold office with CUPE 728. These members may attend all general membership monthly meetings of CUPE 728.

4. **Notice of motion:** (Notice of motion put forward by Manny Tunchez at the December 20, 2023, GMM) To send the Pension Committee to the Share Investment Summit in Vancouver for up to \$5500.00

PRESIDENT

Happy New Year to All. Hoping you all made a resolution to come to our General Membership meetings for 2024, which falls on the 3rd Wednesday of every month. Remember this is where information is shared, motions are decided on, and where the decisions are made by you, the membership. Last year the membership voted on the budget for the CUPE Holiday parties. Hopefully, you were able to come out and enjoy the festivities. If not, I hope to see you next year.

Thank you to all the committees for the hard work you do throughout the year. CUPE 728 has many active committees that meet regularly throughout the year. Special shout out to the entertainment committee for the hard work on the 2-holiday parties, one right after another, great job. Thank you to the Executive who assisted in these events. Your support and help were appreciated very much. What a success!

Thank you to the Bylaw committee, who will be presenting the potential changes to the bylaws. Please attend the meeting on Saturday, January 27, 2024. Bylaws are one of the sets of rules that govern our Local. There was an attempt to have this passed last year in November unfortunately we did not reach quorum.

Our year in a snapshot: At the beginning of the year, we finished a tough round of bargaining, 29 days. In bargaining a tiny snippet of what we were able to secure was several committees, money for some struggling sections, hours for elementary school IESWs, and changes to contributions of our benefits. We have had some success on the JJEC committee (Joint Job Evaluation Committee) for the payroll department, positions in the indigenous department, IESW 3, and IESW brailist. The EO3 numbers have been adjusted but we are still fighting the wages. I was lucky enough to attend arbitration training courses, which is super beneficial as we have some big arbitrations coming up this year. At our last K-12 Presidents Council meeting I stressed that we need to be moving forward this year on addressing the violence in the workplace. We are hoping to work with the STA on this. We feel we will be stronger working together. I am hoping to have the CUPE BC K-12 committee, which I was selected to sit on, help us with this. Also, in 2023 after a lot of our portable work was contracted out, we started pushing back even harder on contracting out. We want to do an anti-contracting out campaign to bring this information to the public. So much more of our work is being contracted out and contractors do not work or do not have the same vested interest in our schools and our students as our employees do.

Winter school is coming up. It runs from mid-January to mid-February. Please be patient if there is a delay from your shop steward during this time as they may be attending. I will be attending a Labour Law Training this year and was selected to attend a Presidents training as well. I am very much looking forward to learning as much as I can and bringing it back to our local.

We were also lucky enough to get some mediation training for some of our executive members. This is being paid out of the SSEC, which is nice as it is not coming out of the local funds. SSEC (Support Staff Education Committee) has agreed to allow this to be done as it will be a great opportunity to support our Local.

I know there is a great deal going on right now and that many staff still worked during the 2-week school closure, but I am hoping everyone got some time to relax. Remember we need you all to take care of yourselves. You are your best advocate, but we can help 😊

In solidarity, Tammy Murphy

1st VICE PRESIDENT

Happy New Year!

I hope everyone had a great holiday. I am looking forward to the 2024 year, we have plenty of work to do. A few arbitrations are coming up this year, and many grievances are on the books. I am working with our National Rep on all our grievances and will present them to the employer regularly to get through all the outstanding grievances.

Thank you all for your hard work and may this year be a great one for you all.

In solidarity, Theresa Pidcock

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW). SECONDARY/SPAREBOARD

Happy 2024!! 🎉🌍

Hope everyone had a fantabulous Winter Break & got some well-deserved rest & relaxation. For those who continued to work over the Winter Break thank you for all you do we appreciate you & all your hard work!!

Remember to continue to check your e-mails for important updates & info in up coming meetings, our website & Facebook page for the latest & greatest up to date info.

I also wanted to extend a huge thank you to the Entertainment Committee, Executive & our President Tammy for all your hard work & dedication to our members & their families to ensure the Children's & Adult Holiday Parties were a huge success. With out them & their tireless dedication these events could not take place.

In Solidarity, Amanda Williams

SECRETARY TREASURER

Secretary Treasurer's Numbers:

November:

- 818 JEIS emails / 59 new members / 4690 paid dues / 1356 were fulltime at 37.5 hrs
- 6 Benefit Fund cheques issued for member assistance for a total of: \$5,136.08
- 1 cheque to a member next of kin for a total of \$2,500.00
- 5 recognitions sent as per 7a & 7k for a total of \$420.24
- 2 Benefit Fund cheques for members leaving with 10+ years of service for a total of \$920.00

Executive Board financial motions carried:

- December 8 meeting: 500.00 to Surrey Family Hamper

Absent from work 6 days or longer information

(JEIS/PEBT):

Desjardins is our benefit provider; they will email your district email because even if you are off you are still an employee, and they need to have a live voice conversation with you in order for you to be complying.

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	110
Dec	65	65	68	72	
Totals	662	608	717	910	759

General Information:

2023 fiscal year end closed December 31, 2023, and we have begun a new financial year for 2024 and the new member voted budgets are now in place for 2024. Please come to our general membership meetings and have a voice, do it openly by raising a hand and speaking or do it silently with an anonymous vote. Membership meetings are where decisions are made and your voice matters! Quorum is a minimum of 70 so please join online, if not in person so you are in the know and contributing to the decision making of our local.

As always, I am open to suggestions as to how to improve how finances are presented to members at meetings. A motion, a bylaw or a budget are

how we control our spending, a minimum of 2 signatures is required and all motions are voted on. Please feel free to email suggestions to the President and myself if you feel you have an idea that would better benefit the membership.

In solidarity, Cory Hyslop

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) ELEMENTARY POSTED

Welcome to the New Year of 2024! We wish you happiness, peace and the ability to find joy in the little things. We hope you've returned well rested after the Winter Break.

We are getting many enquiries about what to do when we are having problems on a personal level with someone at work. The employer and your Union do offer mediation. We have several of the executives taking the training in mediation, so we will have more people trained to help the membership. Mediation is when two (or more) people are not getting along at the workplace. One of you may feel wronged by another member, STA or your Administration. In some cases, this may fall under Bully and Harassment. The definition of B&H is continuous on-going harassment or bullying, not a one off, where someone may be having a really bad day and overreact to the circumstances. B&H is when someone may perceive that they have the "power" to treat you differently or unfairly. It includes any inappropriate conduct or comment that a person knew or reasonably ought to have known would be humiliating or intimidating. This excludes reasonable actions taken by a supervisor (Admin) related to managing the workforce.

If you feel you are being bullied or harassed, please fill out the appropriate forms found on ESS. If you feel it's CUPE member to CUPE member please contact your Steward or someone from the Executive to help you out. Both members in the disagreement must agree to mediation and can (hopefully) be guided by mediators to continue to work together on a professional level.

It seems that many are still asking and hoping for unpaid LOA's for personal reasons, such as a vacation. The district is not obligated to grant you time off while school is in session. If you do require a leave, please DO NOT book any trips until you have verified with HR that the leave will be granted. They will often come back to you with a shorter time than you asked for and attach it to one of the scheduled breaks.

In solidarity, Gaylene Garceau



My objective is to turn your conflict into productive conversation.

STUDENT SUPPORT

Happy New Year to all of you!

I hope that you had a restful holiday and are feeling ready to head into the second half of the year.

I've had a few calls about return to work after medical leave, and I would like to remind you all that the district will want a medical note saying you are able to return and that it takes about a week to process everything. Please reach out to me for assistance with the process.

We will be having a CYCW unit meeting on Thursday, January 18th at 4 pm, on zoom. The link will be posted on the CUPE 728 website and social media. I look forward to meeting with you all.

In solidarity, Nora Hooper

COMMUNICATIONS OFFICER

Happy New Year!

December was a very busy month on all our social media: over 20,000 interactions on our FB page, more followers on IG, and many updates on our website.

We have changed our website host, so I was busy with that over the Winter break.

Thank you to each school that participated in the CUPE Board Contest. The winner was TE Scott We will be posting the boards on our social media and a gift basket will be sent to the school in the next few weeks!

For 2024, my resolution is to ensure that all groups of our local will be recognized so be sure to watch for that on our social media.

Dec 2023 STATS



20,000 posts




506 followers



X – 1400+ followers

In solidarity, Marcey Campbell



Please go to the CUPE 728 website and provide us with your personal email address, to do union business through. www.cupe728.ca

MAINTENANCE TRADES

Happy New Year,

Hopefully all is well with you and yours and a good time was had over the holidays. Maybe you were fortunate enough to have eaten some treats provided by the newly created “Morale Committee”. No overtime? Bah, have a cookie. Contracting out? Try this cotton candy. More rules? Nah, eat this donut.

Listen folks, your Union is trying to push for changes around the yard and low morale has been among the topics. Is it nice they are taking notice to our pleas? Sure, but that doesn't make their choices less ridiculous.

We will keep trying. Keep up the good work.

In solidarity, Blair Hofer

CLERICAL

Hello all!!

Happy New Year wishes to all! May your heart be light, your days be bright, and your year be the best one yet! Hoping you all had some time over the holidays to spend with those you love!

Happily saying see you later to 2023, it was a rough year for many, but as I think back, we sure accomplished a lot! We have together made choices by voting at general membership meetings for important things. We brought light to a Surrey School District family when the Women's Committee with **help** from the membership sponsored a family. It was a fantastic experience with thanks to the membership! I am honoured to be on the committee that was able to make such a difference for a local family! Thank you all to for voting in favour of supporting this family!

We had our first of many meetings of the Clerical Committees we were able to obtain through successful bargaining! I am happy to say, I have received significantly less calls due to lack of coverage as the Clerical Support Fund was able to address the issues of the B-Memo by providing coverage that superseded the B-Memo with this new fund! If you notice any changes with this, please let me know as I can bring it up at our next meeting.

We are working on making more Pro-D Days for Clerical Members as well. Please email me your thoughts and ideas for education and professional development you would like.

There are a lot of various illnesses going on right now! Remember to take care of yourselves and each other! I will sign off for now and wish you all a fantastic start to 2024!

In solidarity, Shannon Levinsky



CARETAKERS

Happy New year and welcome back EVERYONE!

Caretakers play a crucial role in providing support and assistance to those in need, often putting the well-being of others before their own. In the demanding realm of work, it becomes imperative to recognize and prioritize self-care. This report delves into the significance of self-care for you the Caretakers, emphasizing the profound impact it has on both the worker and the quality of care provided.

Caretakers often face physical, emotional, and mental challenges, leading to burnout and diminished effectiveness in their role. Regular self-care practices, such as adequate sleep, healthy nutrition, and exercise, contribute to physical well-being, sustaining the energy required for the demanding tasks of caregiving.

Emotionally, Caretakers may experience stress, compassion fatigue, or even depression. Engaging in activities that bring joy, seeking support from friends or support groups, and practicing mindfulness can enhance emotional resilience, fostering a healthier caregiving environment.

Mental well-being is crucial for maintaining cognitive sharpness and decision-making abilities. Allocating time for personal interests, hobbies, or relaxation can recharge the mind, enabling Caretakers to approach their responsibilities with renewed focus.

Neglecting self-care not only jeopardizes the Caretaker's health but also compromises the quality of care provided. By acknowledging and addressing their own needs, Caretakers enhance their ability to offer compassionate and effective support to those in their care.

Self-care is not a luxury but a necessity for Caretakers. Prioritizing one's well-being is not selfish; rather, it is a fundamental step toward sustaining the invaluable role of your hard work. As Caretakers invest in their own health and resilience, they contribute to a more sustainable and compassionate caregiving landscape.

Let's all work for a great day today and a better tomorrow.

In solidarity, Edward Parsotam



COMMITTEE CORNER

District Health & Safety Committee

Please be sure you fill out your incident report. NO ONE can stop you from filling it out. As a reminder, your Admin/Manager MUST investigate the incident within 72 hours. Our committee met in Dec and we reviewed the incident reports submitted for the month of Nov and found that many, were not being completed.

Please reach out to the committee if you feel your reports are not being investigated properly (with Admin/Manager and a H&S Rep) and/or in a timely manner.

Respectfully submitted: George, Blair, Marcey

Health & Safety Sub-Committee

As cold weather approaches, it's crucial to prepare for work in cold and slippery conditions to ensure safety. Dress in layers, including thermal wear, to stay warm. Wear slip-resistant footwear to navigate icy surfaces securely. Caretakers and Non-Trades and Trades workers will try to keep walkways clear of snow and ice, using salt or sand as needed, but urge you to also use precautions.

Take breaks in warm areas to prevent overexposure to the cold. Stay vigilant for signs of frostbite or hypothermia, such as numbness or shivering. Prioritize safety protocols, communicate effectively with coworkers, and be aware of changing weather conditions. These precautions will help create a secure work environment during challenging cold and slippery conditions.

I hope you all had a safe and restful holiday and are enjoying a positive return to work.

With the start of a New Year, we hope that you will continue to follow safe practices in your positions and report all concerns to your site Health and Safety Committee. Please keep filling out those incident reports, for injuries and near misses, and make sure the investigation is done properly. One of the CUPE members of your site committee should be doing the investigation. If you do not hear from them within a few days, please follow up with them, and if necessary contact us at our email healthsafety@cupe728.ca.

Remember that if you are injured, the incident report does not open a WorkSafe claim. You will need to call WorkSafe directly to start a claim.

We have had a committee member resign and will be electing a new member at our upcoming GM. Stay safe and please reach out to our committee with any health and safety concerns.

In solidarity, OH&S Sub-Committee

CUPE 728 would like to send condolences to the families of the following members we lost in 2023.

**Paula Van Kessel-Winkel
Lori Smilev
Robert Bandura
Brock Horton
Cassandra Cocar
Michelle Ruck
Jo-Anne Eadie
Kaleena Matheson
Pamela Swenson**

From all of us at CUPE 728. May you find comfort in those around you during this difficult time. With deepest sympathy, as you remember your loved ones.



SIMPLY VOTING RESULTS

Congratulations to the following Members who were Nominated and Elected to be CUPE 728 Delegates to attend the CUPE BC 2024 Convention from April 24 – 27, 2024 at the Westin Bayshore Hotel, Vancouver

1. Debra Merrier
2. George Hardy
3. Theresa Pidcock
4. Shannon Levinsky
5. Amanda Williams
6. Mark Kawakami
7. Edward Parsotam
8. Nora Hooper
9. Sheila Simpson
10. Cassie Deezar

Laura from the Union office will be responsible for registering you. She will contact all Delegates and provide them with all the information they need for Convention.

**CYCW Unit Meeting
January 18, 2024, at 4:00 p.m.
online Zoom**

Register in advance for this meeting:

<https://us02web.zoom.us/meeting/register/tZYkcOGhpjo sG9DgCk6T8QvqVgwsLczI36Ts>

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

CUPE 728 Collective Agreement is available to view online, or a hard copy is available for pick-up at the Union office:

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

CUPE 728 Members Draw winners from the December 20, 2023 GMM

Liam Hawthorne won the coffee maker



Nancy Anderson won the Keg Gift Card



Wendy Stevenson won the Hoodie



Ben Middleton won a toque of their choice

