

# CHRONICLE

## CUPE LOCAL 728

Volume 51 – Issue 2  
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February 2024  
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### **GENERAL MEMBERSHIP** **MEETING February 21<sup>st</sup>, 2024**

The Feb 21<sup>st</sup> 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 57<sup>th</sup> 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/j/84481111111?pwd=MTI0aGZkd0p87y8yzjGaaHhRbW9D4a>

**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**

*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->

### **All Motions must be submitted in writing**

1. Elect four (4) Delegates to attend the CUPE 2024 Spring Weeklong School in Kamloops from May 26 – 31, 2024.
2. Elect one (1) Delegate to the CUPE Metro Vancouver District Council.
3. **Notice of Motion** (Notice of motion put forward by Eric Jaworski at the Jan 17/24 GMM) *To update appreciations in our Bylaws/Policy to reflect 40 years of inflation. See below requested changes to the bylaw/Policy.*

*21. Appreciation – 2<sup>nd</sup> 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.*

**The 33<sup>rd</sup> Annual Women’s Memorial March to honour the MMIWG2S+ will take place on February 14, 2023, in Vancouver.**

**12:00p.m. March begins at Main & Hastings**

## PRESIDENT

Well, we started 2024 off and running. We have been very busy with lots of new and exciting things on the horizon. Thank you to all those who came out and voted for the special bylaw meeting, we couldn't do it without you, literally.

We have 2 cost shares that will affect our members coming forward this year. First, I would like to thank the local for wholeheartedly banding together and supporting our members to help to crush the infringement that is happening to many of our workers. Contracting out seems to get worse day after day, we make suggestions on ways to prevent or lessen this, but it seems to go unheard, I am glad we are working together to try and stop this outrageous practice. As well CUPE National is also working with K-12 on violence in the workplace cost share campaign. I am looking forward to helping with that.

I had the opportunity to attend 2 courses at CLC this year. The first week I was there I took Provincial Labour Law. I learned a great deal as well as improved my understanding of things I already knew of. I am looking forward to putting some of the knowledge I have to use. In my Second week, I was chosen by CUPE BC to attend the Presidents Academy. WOW, what a great course. Went in with lots of knowledge but got a lot of internal info that you just don't know without being told.

Reminder, elections are coming up. Nominations will be taking place on April 3<sup>rd</sup> and 17<sup>th</sup> we will be doing brief statements (3 minutes), **If you are not nominated on the 3<sup>rd</sup>, you will not be able to make a brief statement on the 17<sup>th</sup> as per the bylaws.** Elections will be held on April 20<sup>th</sup> at 10:00 a.m. on Zoom. Come on and vote.

CUPE Pro D is on May 3<sup>rd</sup>. If you have anything you are interested in taking or if you are interested in helping out let us know.

Thank you all for your continued support.

In solidarity, Tammy Murphy

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## 1<sup>st</sup> VICE PRESIDENT

The month of January has been very busy. I had the opportunity to go to CLC for 2 weeks, once with CUPE BC – levelling up your campaign skills and the second week as Provincial Labour Law Both were incredible courses. I have learned so much and can't wait to use my new skills.

We have some arbitrations coming up this year and working hard to get things done. Thank you to the members for your patience and understanding.

In solidarity, Theresa Pidcock

## SECRETARY TREASURER

### Secretary Treasurer's Numbers:

December:

- 6 Benefit Fund cheques issued for member assistance for a total of: \$5,136.08
- 1 cheque issued to a members' 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

### December Per-Capita

- 48 new members
- 4740 members paid dues
- 136 members were fulltime at 37.5 hrs

### December Executive Board Financial Motions

*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 phone you and email your district email looking to connect with you. We must speak live with them and fully cooperate, this way our medical information is kept confidential and not shared with the union nor the employer. Any question please call us at the union office.

### PEBT's JEIS referrals report:

*912 emails*

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	100
<b>Totals</b>	<b>662</b>	<b>608</b>	<b>717</b>	<b>910</b>	<b>859</b>

### General Information:

The trustees have scheduled their education and 2023 audit for mid March.

Member addresses, emails and phone numbers are not shared with the union, please remember to call or email the union so we have your current contact information.

Money moves in our union by a motion, bylaw or budget as referenced in the National CUPE Constitution.

The CUPE728 is a not-for-profit organization, and the 728 Holding Society is a society and holds the title of the property in Cloverdale that the union office is located on.

As always, I am happy to entertain any suggestions you may have that you believe will be in the best interests of membership that is relevant to my role in the union. Please send your suggestions via email to [sectreasurer@cupe728.ca](mailto:sectreasurer@cupe728.ca).

Best Wishes, In solidarity, Cory Hyslop

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

The district seems to be moving away from specialized programs and wanting to keep students in their home school. We are expected to work with more and more complex students without being given the tools to do it effectively. There are not enough employees at each school, district help from DEC, room at the school to accommodate students' needs etc etc....

The district is currently trying to train IESWs in several areas to help fill their toolbox while working with more complex students. This training may include LAT (Low Arousal Training), PFA (Practical Functional Assessment), SBT (Skill-based Treatment), Hanley project (My Way) or other programs.

When the IESW 3 position was created, it was to financially compensate those that were working with the most complex students in our district. These were typically to work in specialized programs like an IIP (Intensive Intervention Program). Now, we are noticing that the district is training many IESWs as though they were going to work in a specialized program, but instead, they send the student/IESW back to their home school and expect the new skills of the IESW to be implemented without the financial compensation or proper supports put in place.

We always recommend that you “ask for what you need”. We encourage you to do this “in writing” to your Admin team. This does a couple of things. You now have a paper trail expressing your needs and it allows the person you’re asking to address the issue with some processing time on how to approach the request. This then allows you to follow up via email, even if the person talks to you in person, reiterate what you heard them say in writing. This allows for clarification should it be necessary.

Your union is recommending more and more that IESW exercise their RTR (right to refuse) unsafe work as this prompts a review of the plan moving forward. If you need any information on how to exercise your RTR, please contact your Steward, check our website, the Work Safe BC website and the District SharePoint, for more information.

In solidarity, Gaylene Garceau

## **COMMUNICATIONS OFFICER**

Thank you to each and every CUPE728 member that helped out and worked on the snow days. The ENTIRE Union thanks you for your continued support in ensuring the safety of all staff, students and the community.

I would also like to thank each member for being active on our FB page. We saw over 35,000 interactions on our FB page. If you are not following us, please make sure that you do.

I want to remind all of our members that our Shop Stewards and Executive are the best individuals to reach out to when you have a question. They know your collective agreement, they have had discussions with HR and have the most recent and accurate information.

Thank you to everyone that logged onto the ByLaws vote and thank you to the ByLaws Committee!

PS: Congrats to both of our contest winners: TE Scott and Josie. Check back soon for more contest

Respectfully submitted by Marcey Campbell

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## **MAINTENANCE TRADES**

Hey peeps,

Lots of stuff is going on at the Union behind the scenes. A few friendly reminders to start. Though we are district staff it's not an unreasonable ask to show your ID when asked. A lot of schools have security concerns which we may not be informed of and we should just be courteous and oblige. It is, however, not unreasonable to ask for us to do the same to the person inquiring if they too do not have ID showing. Please remember to check/sign in. We have an ask regarding the latest “snowmageddon” to the employer so stay tuned for more info when we get it. In the dead of winter, it is easy to look to our vices to help cheer us up, remember to come to work of sound and stable mind and condition and if need be, take a mental health sick day. As always, be safe.

In solidarity, Blair Hofer

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## **CARETAKERS**

Namaste Caretakers,

We are pretty much at the halfway point of the school year. Our department has been hit with multiple challenges in which could be overcome with good communication.

Good communication involves clarity, active listening, empathy, and respect. It's about expressing yourself clearly and understanding others' perspectives effectively. It also involves being open to feedback and willing to adjust your communication style to ensure understanding and mutual respect.

Accusatory, disrespectful, and dismissive comments only escalate the situation, leading to negative outcomes. These types of situations can lead into possible bullying and harassment situations that could contribute into major discipline, and even removal from not only your position but from your employment as well.

If you're experiencing bullying or harassment, please report it to your supervisor and or seek me out to help with your next steps. The union will help you with the next steps to help stop the mistreatment and contribute to have it corrected in the workplace. ***This is outlined in our collective agreement:***

#### *Sexual and Personal Harassment and Bullying*

*8.80 The Board and Union recognize the right of all persons associated with the school district to work, learn, conduct business and otherwise associate in an environment that is free from sexual or personal harassment and bullying.*

*8.90 Personal harassment and bullying is defined as inappropriate behaviour which could reasonably be interpreted as intimidating, threatening, demeaning, humiliating or belittling.*

For more information, please contact me and I'll gladly have more in-depth conversation with you.

**Hybrid Caretaker unit meeting March 2<sup>nd</sup>, 2024, from 10:00 a.m. -12:00 p.m. In person at the Union office or online zoom. Register in advance if attending online:**  
<https://us02web.zoom.us/j/89880366948?pwd=dz1eWkOM3ZpSDFrQjBPRTlsN1N3dz09>

#### **Agenda topic - Bargaining proposals.**

In solidarity, Edward Parsotam

## CLERICAL

Hello all!!

Thank you so much to the membership for voting for me to attend the CLC (Canadian Labour Congress) Winter School and attend Provincial Labour Law! I learned so much!! This will definitely help with preparing documents to assert our position when discussing matters regarding possible future grievances with the employer. We did a mock arbitration with an actual Vice Chair from the Labour Board who was very impressed with our role play for the trial. We put together a great case and were acknowledged for it.

I want to thank CUPE BC as well for sending me to Winter School for Levelling Up Your Campaigning Skills Campaign Manager Level 2. We are coming up to another election and we really need to make good choices. Do we want 16 years of 0% raises? We really need to think about this as we are already getting ready to go back into another round of bargaining as our contract will be up next year and we start bargaining 4 months before the contract ends (usually). Last round it took 29 days! We have a friendly government that we bargained with provincially for our wage increases and they were the best that we have seen in years, lets keep that going! Our wages need to keep up with inflation!

The days at CLC Winter School were very long! We started early and went until 5:00 p.m. where we broke for dinner and had homework for our classes and then had to be back in the main hall at 7:00 p.m. for Plenary on Sunday, and Guest Speakers on Monday and Tuesday nights. During the Second Week we had a panel with questions for: Siobhan Vipond, Executive Vice-President from CLC, MLA Harry Bains, Minister of Labour, Susan Skidmore, President of the BC Federation of Labour. This was excellent. On Tuesday of the 2<sup>nd</sup> week, we also had Premier David Eby. He is a great speaker that answered some very hard questions from various members from many of the unions that attended.

Another tradition of CLC is Choir Night. It is solidarity building and a bit of fun after all the work that we put in. For both of the weeks I was Choir Master. I wrote 2 different songs and helped choreograph the 1<sup>st</sup> week and choreographed the 2<sup>nd</sup> week Choir Night. The first week our song was Campaigning Time, sung to Sweet Caroline. It was a lot of fun and everyone in the audience joined in and sang. The 2<sup>nd</sup> week I wrote Resolution Time Let's Go, sung to Celebration by Kool and the Gang. We placed 2<sup>nd</sup> both weeks. Week 1 Truth and Reconciliation placed 1<sup>st</sup> and they definitely brought the house to tears. Week 2 we went up against ILWU, and they have their own cheer, so again we took 2<sup>nd</sup>. So much fun! I can share the lyrics if you want just email me.

I took roughly 100 pages of notes throughout the 2 weeks of education. It was a lot of work, but I learned so much. If you have more questions, I would be happy to chat about all of the things I learned.

Thank you again for this unforgettable opportunity.  
In solidarity, Shannon Levinsky

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## **INCLUSIVE EDUCATION SUPPORT WORKERS (IESW). SECONDARY/SPAREBOARD**

I hope everyone's 1<sup>st</sup> month back after winter break was great. Last month I was extremely fortunate to attend CLC Winter School, where I learned about Levelling Up Campaign Management & Level 1 Arbitration. The teachers were absolutely spectacular. I can wait to take what I learned & bring it back to our Local. The knowledge & practice skills, relationships with members from all Unions is something that can't be put into words. Thank you for giving me this opportunity to learn and make all these connections and being able to bring it back to you.

Please remember to report all active violence, including injuries on ESS (Employees Self-Serve).

Remember to keep an eye out on your personal email, website as well as our CUPE 728 page for up-to-date information on meetings, and what is happening in our local.

In Solidarity, Amanda Williams

## MAINTENANCE NON-TRADES

Hi everyone,

Hope everyone had a great January. Mine was busy. Had a unit meeting with the grounds department, which led to some issues that I am currently chasing down. Some of our members have now had asbestos training and I am watching closely to see how that unfolds.

Please be mindful that many departments will be asking for vacation requests for the summer to be submitted soon, so start thinking of where and when you want to spend your days off!

Family day weekend is Feb 19 as a friendly reminder!

In solidarity, Des Caines

### PINK SHIRT DAY FEBRUARY 28, 2024



Participants wear pink shirts and attend or host informative events to raise awareness about bullying, particularly in schools. Pink Shirt Day was started in 2007 in Canada, where it is held on the last Wednesday of February each year.

## ELECTION

**Date:** April 20<sup>th</sup>, 2024

**Location:** Online, Zoom

**Time:** 10:00 a.m.

You must **pre-register** for this meeting using the Zoom link below.

Please register using your **FIRST** and **LAST** name.

**Elections registration link:**

<https://us02web.zoom.us/join/register/tZ0lde2urj0qH9cOuA3gtdn-9FT9sruSqXTy>

### 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.

Maria D. – sympathy  
Jagrup S. – get well

Bill D. – sympathy  
Surrey Food Bank - donation

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.



Every February, Canadians are invited to participate in **Black History Month** festivities and events that honour the legacy of Black Canadians, past and present.

Black History is a time when Canadians can take time out and see what people before them fought for, it is a time of rejoicing, celebrating and thanking leaders and activists that stood up for equity, equality and human rights.

This year's events will be focused around

*“African Americans and the Arts”*

### Human Rights and Equity Committee

It brings us great pleasure to share that February is Black History month. There are many misconceptions on why it is celebrated in February but to help with the understanding it's is because this was the month that Abraham Lincoln and Frederick Douglas were born. Abraham Lincoln was the American President that issued the emancipation Proclamation outlawing slavery in 1863. Frederick Douglas was an African American born into slavery whom escaped for freedom and equality and played a pivotal role in advocating for Civil Rights and challenging slavery and suffrage. Black History month was only Black History week.

February is not just shy to one event as on the 10<sup>th</sup> is Lunar New Years! 2024 is the year of the Dragon and their will be celebrations all over.



Gung-hai Fa Choi

### Pension Committee

The committee is proud to announce our next seminar on March 09, 2024! Registration opens on February 22, 2024. To register or if you have questions go to the CUPE 728 webpage: [www.cupe728.ca](http://www.cupe728.ca), go under 'About us' and select 'Committees' scroll down and select 'Pension Committee'. **You cannot register through the union office, only through the CUPE 728 website.** We are trying to fill 2 sessions, 9:00a.m. – 12:00p.m. and 1:00p.m. – 3:00p.m. Snacks will be offered before the sessions begin; no food allowed in the theatre. More information will be posted on the website soon.



happy  
Valentine's  
day

# WORKERS COMPENSATION

## WHAT IS IT?

The Workers Compensation Board (or WorkSafeBC) is a statutory agency that came into existence in 1917. It is an insurance agency that can provide benefits (wages, medical coverage, return to work plans, medical supports, and much more). WCB's mandate includes prevention of occupational injury and occupational disease, which WCB accomplishes through education, consultation, and enforcement. It carries out workplace inspections and investigates serious incidents

## WHEN DO I CONTACT WCB?

If you have been injured at work and require any type of support, **YOU** will need to contact WCB. This could include (but is not limited) to purchasing of over-the-counter meds, physiotherapy/massage therapy treatments, medical supports....  
**YOU** will also need to contact WCB if you miss anytime from work due to a workplace injury.

**Don't forget, you MUST FILL OUT AN INCIDENT REPORT ON ESS**

## HOW DO I CONTACT WCB?

You can call WCB at 1-888-WORKERS (1-888-967-5377) and talk to a Representative. They will ask you questions about your injury and will type what you say. They will give you a temporary Claim Number. Plan to be on the phone for 30+ minutes. Always ask the Representative to read back what was talked about. You will then receive a letter in the mail regarding your claim

## WHAT IF MY CLAIM IS ACCEPTED?

If your claim is accepted and you are missing work, you will be paid for missed work by WCB. Payments will come to SD36 first. Payments are approximately 90% of your net earning. If you have sick time saved up, you could use that to pay the remainder (article 15). If you didn't miss work, but had to pay out-of-pocket for services, you can submit the receipts. Please discuss with your Case Manager before any payments are made. Remember, always call the Call Centre instead of calling your Case Manager directly, say why you are calling (so it is documented) then get transferred to your Case Manager. You must also be following Doctor's orders and be participating with WCB (your Case Manager) and the Employer

## WHAT IF I HAVE MORE QUESTIONS?

You can email the Workers Advisor's Office at <https://wao-preiq.labour.gov.bc.ca/>. This is a free service that may be accessible to you.

You can also contact CUPE728's Health & Safety Committee members or your Shop Steward for guidance