

# CHRONICLE

## CUPE LOCAL 728

Volume 51 – Issue 2  
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March 2024  
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### **GENERAL MEMBERSHIP MEETING** **April 3<sup>rd</sup>, 2024 (March's GM)**

The March GM meeting falls over Spring Break so it will be held on April 3<sup>rd</sup> as per the bylaws. It will be a Hybrid meeting at 8:00 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.**

**Register in advance for this meeting:**

<https://us02web.zoom.us/meeting/register/tZUocuvrD4jHnHkuxJry12p-TnLcmaVv06r>

**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. Nominate Executive Board Positions

##### Executive Positions

- President
- 2<sup>nd</sup> Vice President
- Recording Secretary

##### Executive Shop Stewards Positions

- Caretaker
- Clerical
- IESW – Elementary
- IESW – Secondary/Spareboard
- Maintenance Non-Trades
- Maintenance Trades
- School & Community Support
- Student Support
- Communications Officer
- Executive-at-Large One & Two
- Sergeant-at-Arms One & Two

#### 3. Elect three (3) members to the DFC Health & Safety Committee. One (1) Maintenance Trades, One (1) Maintenance Non-Trades and One (1) Caretaker.

#### 4. **Notice of Motion:** To have the remainder of the 8:00 p.m. GM meetings for 2024 online.

#### 5. **Notice Of Motion:** To use the renovation budget on the new building within 2-years of possession.



### **NOMINATIONS AND ELECTIONS**

**April 3, 2024** – Nominations for Executive Board Positions

**April 17, 2024** – Nominee 3-minute statements (only if nominated at the April 3<sup>rd</sup> meeting)

**April 20, 2024** – Elections

**All zoom links on page of this Chronicle. Please go and pre-register for all 3 meetings.**

## PRESIDENT

This year is moving fast and furious. Hard to believe it is March. We have had an abundance of meetings this month to address several issues we have happening in the district. Labour Management, grievances, member meetings, meetings with HR, meetings with District Executive, accommodation meetings, and CUPE education.

I also sit on a few provincial committees that met this month, including Provincial Labour Management, CUPE K-12 Workforce Strategy Action Plan, SSBC (Greater Vancouver School Board Co-ordinating Committee), and newly elected to the Provincial Bargaining Committee and a committee to help re-write Roles and Responsibilities of Teachers and Education Assistants.

On the K-12 Strategy Action Plan, we have been discussing retention throughout the province and ways to work on it. This includes hours, wages, funding, safety, regulations, and the ability for advancement. It is always nice to meet with CUPE K-12 members from across the province to discuss these issues and see how different we truly can be from district to district.

I was elected as one of five to represent us and all of Metro Vancouver on the K-12 bargaining committee. Hard to believe that we will be starting again this year. Looking forward to representing again and we are always up for suggestions.

We not only are heading our own cost-share this year to stop contracting out, but we have been selected to be part of the province's violence in the workplace cost share. We will need a lot of support. If you are interested, please send me your information, and I will contact you during spring break with more information ([president@cupe728.ca](mailto:president@cupe728.ca)) Looking forward to being part of both of these amazing cost shares.

Reminder there is no GM in March, it has been moved to April 3<sup>rd</sup> with employer permission, this is an 8:00 p.m. meeting and will be the nomination meeting for elections that are taking place on April 20<sup>th</sup>. Remember if you are not nominated on the 3<sup>rd</sup>, you will not be able to make a 3 minute statement at the 6:00 p.m. GM on the 17<sup>th</sup> of April.

For all those with the opportunity to take time during Spring Break, please enjoy 😊

In solidarity, Tammy Murphy

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

February has flown by. I was fortunate to be able to take a Conflict Resolution course with the Justice Institute online. It was a great course, and I am looking forward to the two more courses in April of this year.

We brought up many of the membership concerns to Labour Management this month. Some of those concerns were,

workload, morale, retention, contracting out, and the uncertainty of the schools up for extended days in the next school year. We have met with many members of management to address these concerns and will continue to do so until we see the change you all deserve.

There are two upcoming mediated arbitrations this year that dates have been set. April 12, 2024 and July 4, 2024. We do have a group grievance with our lawyer and the arbitration date has not been set yet.

### *Numbers on grievances:*

- 10 - Arbitration
- 49 - Active grievances, some in the process of being settled

Spring Break is coming soon, I hope everyone takes time out for family and friends.

In solidarity, Theresa Pidcock

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## INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) ELEMENTARY POSTED

### Nurse

Is there a Nurse that comes to school with your student? Do they cover breaks for the IESW? If so, please contact your Union as this should not be happening.

### Rescue Meds

Are you being asked to administer *Rescue Medication* for students with Seizures? A while ago, the Provincial Government decided to take away the Rescue Medication training from a Nurse. This prompted the district to take away all IESW 2 positions that were previously trained to work with students with a Seizure diagnosis. We were told by the employer that parents would NOT come into the schools to train the IESW on the procedure for giving rescue medication to their child who is having a prolonged seizure. We believe this should be a 911 call. Has anyone experienced, or been asked to *volunteer* to be trained by the caregivers to administer rescue meds? If so, please contact your Steward ASAP.

In Solidarity, Gaylene Garceau



# SECRETARY TREASURER

# CARETAKERS

## Secretary Treasurer's Numbers:

<u>January's Membership</u>	
•	12 new members/4793 paid dues/1360 were fulltime at 37.5 hrs
<u>January's Benefit Fund</u>	
•	5 Benefit Fund cheques issued for member assistance for a total of: \$8,687.73
•	0 cheque to a member next of kin for a total of \$0.00
•	3 recognitions sent as per 7a & 7k for a total of \$255.00
•	15 Benefit Fund cheques for members leaving with 10+ years of service for a total of \$5,955.00

## January's Executive Board Financial Motions

- 10<sup>th</sup> meeting: 500.00 to Red Dress Event

## January PEBT Referral report

Month	2019	2020	2021	2022	2023	2024
Jan	79	67	45	142	83	72
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>	

## January General Information

Reminder that financials are posted online on our webpage, password protected, on the Monday prior to the general membership meeting for your advanced review. I do my best to bring to your attention all things that vary.

## February's JEIS Report

•	937 JEIS emails in the month of January 2024
•	75 JEIS - @20Feb2024
•	31 LTD Pending - @20Feb2024
•	124 LTD Active - @20Feb2024
•	134 Total & Permanent - @20Feb2024
•	75 Closed or Declined - 01Nov2023 – 21Feb2024

Anyone with questions can reach me at 604-576-2873 or [sectreaurer@cupe728.ca](mailto:sectreaurer@cupe728.ca).

In solidarity, Cory Hyslop

What does a workplace look like without good communication? How would you be able to ask for help, solve a problem or complete a multiperson job without the ability to express your needs?

Our workplace would be a very difficult place to be in, if we did not interact with one another professionally. Communication should not be a burden or a task, but a natural resource in which we have the ability to express our feelings and help completion of our tasks. Good communication, clear expression of thoughts, active listening, empathy, and the ability to adapt to your audience. It's about conveying your message effectively while also understanding others' perspectives.

Listen to understand, not to respond. Good communication looks like a question being asked in a way that the parties involved are successfully able to answer without disruption or interference of negative language or offending feelings and free of sarcasm with reasonability. Let's work together to use kinder words and to ask questions that take others' time and feelings into consideration and treat others as equals.

## Self-care

Caretakers, it is very important that we engage in self-care to maintain our physical, mental, and emotional well-being. We are not built with a timer, or expiration date, and if we are not taking care of ourselves, we will never understand the type of harm that our bodies will endure. Take the time and listen to your body. Use the benefits that Surrey Schools had offered you and get yourself checked out. Eat and exercise regularly depending on what your body requires and at work use your time wisely, stretch, use the tools provided, communicate and work together in a sense of harmony. Your body is your temple, if you are not feeling well do a self-check and use your own judgement and make the call. Work is important and can be done by others, your health is priority one!

In solidarity, Edward Parsotam

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## COMMUNICATIONS OFFICER

I want to thank each of our members that follow us on our social media! We currently have over 2,900 people following us on our Union's FB page, 512 on our Instagram and 1,475 on our X (Twitter).

Our website is constantly busy and I am always updating and adding new information. This month we celebrated Black History Month and focused on many Canadians who have made and continue to make enormous contributions to our country. Thank you to those that shared their resources with me.

February was also a time to thank our Bus Drivers and those members that work with Braille.

Respectfully submitted by Marcey Campbell



# RIGHT TO REFUSE UNSAFE WORK

CUPE 728

As a worker, you have the **RIGHT** to refuse unsafe work.

If you have reasonable cause to believe that performing a work process or using a tool or machine puts you or someone else at risk, you must **NOT** perform the job or task.

## WHAT?

What would you refuse unsafe work for?

- If you are being asked to work outside of your job duties
- if you are being asked to work in a situation that you are not trained for
- if the work that you do could harm yourself, a student or a co-worker
- if you are being asked to do a job with equipment that is broken or unsafe

## STEP 1

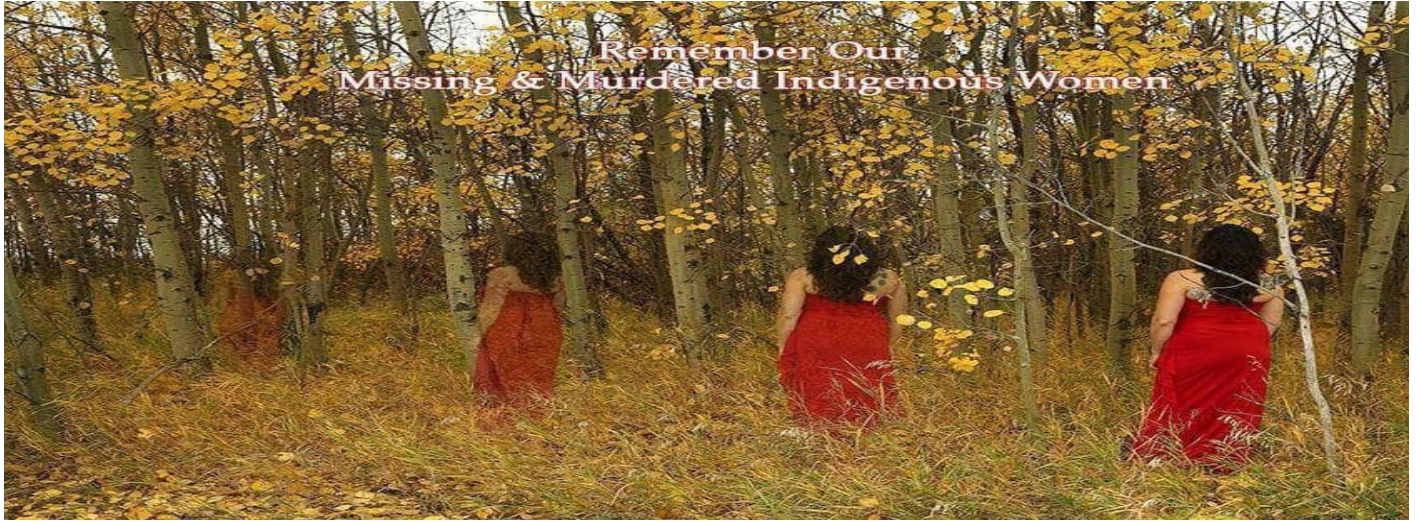
- STOP THE UNSAFE WORK IMMEDIATELY AND TELL YOUR MANAGER/SUPERVISOR/ADMIN. PROVIDE DETAIL AS TO WHY IT IS UNSAFE. **FILL OUT AN INCIDENT REPORT INDICATING YOU ARE REFUSING UNSAFE WORK AND PROVIDE LOTS OF DETAILS**
- THE MANAGER/SUPERVISOR/ADMIN IS TO INVESTIGATE IMMEDIATELY AND FIX THE MATTER, IF POSSIBLE. DURING THIS TIME YOU ARE NOT TO DOING THAT PARTICULAR WORK. IF TH WORK STILL NEEDS TO BE DONE, ANYONE THAT IS PUT IN THAT POSITION IS TO BE INFORMED OF THAT RIGHT TO REFUSE OF UNSAFE WORK.
- AS THE WORKER, IF YOU DON'T FEEL THE OUTCOME IS STILL SAFE/APPROPRIATE/UNATTAINABLE, YOU CAN REFUSE A SECOND TIME (MOVE TO STEP 2).
- AS THE WORKER, IF YOU FEEL THE INVESTIGATION OUTCOME IS APPROPRIATE, YOU CAN RETURN TO THE DUTY

## STEP 2

- IF THE MATTER IS NOT RESOLVED IN STEP 1 BOTH YOU AND THE MANAGER/SUPERVISOR/ADMIN MUST INVESTIGATE THE MATTER IN THE PRESENCE OF ONE OF THE FOLLOWING:
  - A WORKER REPRESENTATIVE OF THE JOINT HEALTH AND SAFETY COMMITTEE (OR WORKER HEALTH AND SAFETY REPRESENTATIVE), A WORKER CHOSEN BY THE WORKER'S UNION OR ANY OTHER WORKER CHOSEN BY THE WORKER WHO FIRST REPORTED THE UNSAFE CONDITION
- IF THE INVESTIGATION DOES NOT FIND A SAFE OUTCOME, PROCEED TO STEP 3
- CALL YOUR SHOP STEWARD AND/OR UNION PRESIDENT (604-576-2873) TO DISCUSS THE SITUATION.
- DURING THIS TIME, THE UNSAFE WORK IS NOT TO BE DONE

## STEP 3

- IF THE MATTER IS NOT RESOLVED AFTER FOLLOWING STEPS 1 AND 2, BOTH THE WORKER AND THE SUPERVISOR OR EMPLOYER MUST CONTACT WorkSafeBC. CALL 604.276.3100, OR TOLL-FREE 1.888.621.7233. A PREVENTION OFFICER WILL THEN INVESTIGATE AND TAKE STEPS TO FIND A WORKABLE SOLUTION.



*Unceded Shared Territory of the Katzie, Kwantlen, and Semiahmoo First Peoples*

**CUPE 728**  
SURREY SCHOOLS

**RED DRESS  
GATHERING**

HONOURING MMIWG2S+

MAY 4<sup>th</sup>, 2024

2:00p.m. – 4:00p.m.

Bear Creek Park, Surrey  
13750 88<sup>th</sup> Ave

**#ItsTime**

**Join us for the May 4<sup>th</sup> Red Dress Gathering**

**The National Day of Awareness for the MMIWG2S+**

(Missing and Murdered Indigenous Women, Girls, Two Spirit and Non-Binary people)