

CHRONICLE

CUPE LOCAL 728

Volume 51 – Issue 4
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April 2024
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GENERAL MEMBERSHIP MEETING

April 17th, 2024 - HYBRID

The April GM will be held on April 17th. It will be a Hybrid meeting at 6:00 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.

Register in advance for this meeting:

https://us02web.zoom.us/meeting/register/tZAufuGtqD8qGtM3ylvln6aw_MSk3HypCfRS

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. Three (3) minute statements by Nominees, nominated at the April 3rd GM meeting, for below positions:

Executive Positions

- President
- 2nd 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

2. 2023 Trustee Audit Report
3. **Notice of Motion:** To change the March GM meeting to the Wednesday in March before Spring Break.

ELECTIONS

Elections will be done via - Zoom

April 20th, 2024

(refer to page 7 for more details)

This year we will be including the DFC Health & Safety Committee elections. This committee will consist of one (1) Maintenance Trades, one (1) Maintenance Non-Trades and one (1) Caretaker with all three positions having an alternate as well.

At the April 3rd GMM we did elect one position:

Representing Non-Trades will be *Morag Gallacher*,

Congratulations

PRESIDENT

Spring is in the air, flowers are blooming and people like me are sneezing. Hope you all got a little bit of time during spring break to relax or spring clean. Those who were working, thank you for keeping things running. April isn't just the start of Spring but is also the beginning of 2 cost shares, elections, possible moves, presentation to the trustees, and JJEC battles, just to list a few.

Though Spring Break may have been a time to relax for many for 34 StrongStart members, it was turmoil. The District announced to them on the Thursday before spring break that they may not have their positions next year as the District is looking at eliminating the program due to lack of funding. I find this very frustrating as it is \$140,000 over budget, which seems like a lot to regular folk but to a district with a one billion dollar budget, it seems ridiculous for the tremendous service it provides to children and their families as well as the future education of these children. During Spring Break I went with the DPAC president and StrongStart members did numerous interviews on the news, TV, and Radio. We will be continuing to fight and are hopeful for the meeting between the Minister of Education and the District.

April is also election month, congratulations, and good luck to all the nominees. Remember your 3-minute brief statement will be on the 17th of April at 6:00 p.m. GM and the elections will be held on Zoom on Saturday, April 20th at 10:00 a.m. Please have your employee number and emails accessible.

This month is the start of the CUPE 728 Anti-contracting Out Cost Share Campaign which was approved by National. Happy to announce we will have information ready to go out for the CUPE BC Convention, more information to come please stay tuned and watch your emails we need everyone's help on this!! Also, this month we are working with CUPE K-12 on the Violence in the Workplace Cost Share Campaign, information was sent out if you are interested in participating in this campaign. This is open to all, CUPE will be providing education on this.

CUPE BC Convention will be taking place from April 24th - 27th congratulations to those who were selected to attend. There have been many resolutions put forward and am hoping that the K-12 ones make the floor.

Please remember that CUPE PRO D Day is Friday, May 3rd. This is for everyone, please sign up for something that is of interest to you.

May 4th CUPE 728 will be hosting an event at Bear Creek Park for the Murdered and Missing Indigenous Women, Girls, and 2 Spirit People. Please join us for this event and thank you for your support.

Thank you all for your hard work and support, the Union can not exist without you. You are the Union.

In solidarity, Tammy Murphy



1st VICE PRESIDENT

I hope everyone had a fun filled Spring Break with family. I have been hard at work on grievances. I have completed many assessments which have been submitted to the National Rep. for approval. Once approved, they will then return to the executive for a vote on what to do next.

We currently have 57 grievances on our books. All at different stages, four new ones have just been filed, several are waiting on responses from the employer and the rest are either in the arbitration process or being assessed to see how we can proceed. We currently have 10 grievances in the arbitration phase and are either being worked on by the National Rep or with our Lawyer. We have dates coming up for arbitration with the employer and their council in the coming months. We have recently settled a grievance under mediated arbitration. Six grievances have been voted on by the executive to be withdrawn with out prejudice or precedent. Without prejudice and precedent is used so the grievance cannot be used against us in the future. It protects both parties, for if there was another grievance filed under the same article in the collective agreement, neither party can call upon a past grievance to use in their favour.

There are several steps to the grievance process and when we cannot come to an agreement, we do an assessment to see if it can be taken to arbitration. We do not withdraw grievances lightly. A lot of information is gathered to see if it's possible to proceed. We look at the language of the collective agreement, evidence provided by the members, as well as past arbitrations that had the same situation and see if there's anything we can use.

Arbitration is a process in which a neutral third party, called an arbitrator, is used to resolve disputes between two or more parties. The arbitrator will listen to both sides of the dispute, review any relevant evidence, and make a final and binding decision on the matter. All arbitrations are public and can be used in future similar grievances. There are many well known and used arbitrations that have set a precedent for future grievances.

An example would be William Scott Arbitration – The grievance was on excessive discipline and has set a guide on how an employer is to proceed when they are handing down discipline to an employee. They have to look at many factors, such as the length of service to the company, the previous good record of the employee, was it in the spur of the moment, etc.

I hope this gives you all a little insight to the grievance process. Your union executives work really hard to fight for each and every member.

In solidarity, Theresa Pidcock

SECRETARY TREASURER

Membership Size

	new	total	paid dues	@37.5 hrs
Jan	12	5323	4793	1360
Feb	39	5387	4644	1274

PEBT JEIS Report

	Referrals	RTW	Suspended	sent to LTD	T & P	Emails
Jan	72	62	22	22	130	937
Feb	79	51	6	21	134	807

General Information

I'd like to thank our 3 elected Trustees for completing the 2023 audit and their recommendations. The recommendations and our responses will be added to the next general membership meeting agenda.

JEIS; having a medical note to be off work signed by a doctor is sufficient to be away, however when asking an insurance company to pay your wages is more complex. Your medical team should be aware that you are looking for income replacement which means your medical team must convince their medical team, using medical terminology and diagnosis, that you meet the definition of disabled. PEBT.CA has all kinds of information located at:

PEBT.CA / LOGIN AS EMPLOYEE (top right) / drop down box to choose sd36 and LOGIN / YOUR BENEFITS

Disability means, during the Elimination Period and for twenty-four months thereafter exclusive of periods of Active Employment between successive periods of Disability which are considered one period of Disability under the contract, the complete inability of a Member, because of Illness or Injury, to perform his Regular Duties and thereafter means the complete inability due to the same Illness or Injury to perform the duties of any remunerated function or work for which he is reasonably fitted by Training and Experience, which pays at least 60% of the Member's Pre-Disability Earnings and Disability has a corresponding meaning.

In solidarity, Cory Hyslop

MAINTENANCE TRADES

A busy month was had in March, and if you had time off hopefully was fun and restful. We here at the Union had some meetings. The Dirty pay committee met and as you would expect, the employer has little to no idea of what we do. They do appear to agree that 0.50\$/hr is quite laughable, so that's something. There was also a contracting out committee meeting where we tried to convey our concerns and at the same time give ideas to help ease backlogs of work orders and minimize use of contractors. Don't think our points were received as we would like although the employer should have a clear understanding of what we are looking for. Finally, though I've asked a few times for input on communication/meeting ideas I'm not getting any soooo, look forward to a zoom unit meeting soon, TBD.

As always, be safe.

In solidarity, Blair Hofer

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) ELEMENTARY

Rescue Medication for Seizure Management

Last year, the Provincial government announced that Nurse's would no longer be training IESWs on Rescue medication for the management of seizures due to issues with liability. Rescue medication is not given on a regular basis, i.e.: daily/weekly, but PRN or "as needed." Last month my article asked members to come forward if they were being asked to administer Rescue medication for students with a Seizure disorder and being trained by **parents/caregivers**. Your Union, after much research and discussion, feel that having parents do the training for administering medication is **NOT** acceptable and there must be a nurse present for the training, even if not signing off on it. Previously, monitoring and administering rescue medication was at a higher pay rate, IESW 2. As nurses would no longer be training IESWs the pay was reduced to IESW 1. Administering medication is also in the job spec of an IESW 1 and therefore falls into the category of that pay group. If you are being asked to train to give rescue medication and the training is being done by the **parents/caregivers**, we ask you to enquire about liability with your principal. Our stance is that if a nurse won't/can't take on the responsibility of training due to worry that anyone being trained is not doing it often enough to "remember" the routine, who is liable?

Personal note

My journey as your Steward is ending as I will not be running in the April election as your Executive Steward this year. I have found this "volunteer" position to be rewarding, fulfilling and generally enjoyable. Your Executive works closely and cohesively as a unit, and I will miss the camaraderie and friendships I have created over the years. I wish my successor good luck, the learning curve is steep and with bargaining coming up again in 2024, it will be a busy year. I'd like to thank the membership for trusting me in the past to do this incredibly rewarding, yet challenging position.

In solidarity, Gaylene Garceau

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) SECONDARY/SPAREBOARD

April is an exciting time for us as your Executive, as Elections for our positions is April 20 @ 10am via Zoom. I can't say enough how important it is to show up & have your voice heard on who will be representing you. Our President, 2nd VP, Record Secretary, IESW Elementary, IESW Secondary/SpareBoard, Student Support, School & Community Support, Clerical, Maintenance Trades, Maintenance, Non-Trades, Caretakers, Communications Officer, Exec At Large 1 & 2, Sergeant At Arms. Many of your Executive are re-running for these positions. I encourage each & everyone of you to please show up & show your support, as the people elected in these positions are the ones who will be representing you, that will be your

voice. Your President, 2nd VP & Recording Secretary are 2-year terms, Shop Stewards, Communications Officer, Exec At Large & Sergeant At Arms are 1-year terms. Your Vote Matters!!

I want to thank each & everyone of you for allowing me to be your voice over the past few years. It has been a privilege & honour to be able to represent you & get to know many of you.

See you all on April 20 @ 10 am via Zoom. YOUR VOTE MATTERS!!

In solidarity, Amanda Williams

IESW UNIT MEETING

April 11, 2024, at 4:00 p.m. online zoom
https://us02web.zoom.us/meeting/register/tZYrc-CgrzMrHNylDKdGqVZ4w319-T_M2qUp

COMMUNICATIONS OFFICER

I hope everyone was able to get some downtime and get refreshed for the last part of the school year! I am excited to announce that CUPE728 is up for 4 awards, through 8 nominations, at this year's CALM Conference, which will be held in Edmonton in early June. We are up for 3 Best Photos, 2 for Best Local Campaign, 2 for Best Poster and Best Use of Social Media! I can't remember the last time that we had this opportunity, so fingers crossed.

I had the absolute honor in supporting CUPE Metro at International Women's Day in Vancouver on Mar 8. Many of us are hard at work at preparing for the May Pro-D and know that this will be a great one! I am in the process of setting up a StrongStart Update page on our website so that our members can be continuously updated on what is happening with that department. I know that each and every one of our CUPE728 members will help us advocate to the government to keep the entire StrongStart department in our schools.

Respectfully submitted by Marcey Campbell

SCHOOL & COMMUNITY SUPPORT

School and Community Support Workers

We need to stand united against this tragic decision by the Board to cut the budget in one of our most vulnerable sectors, *Strong Start*. This past month has been extremely difficult for all of our members in this department. We've all been blindsided by management with a tragically real threat that some members could potentially lose their jobs in June.

Your union is fighting to stop this budget cut from happening! The Strong Start program is province wide and is vital in helping our future young students prepare for Kindergarten. Especially since the COVID years. We are seeing more and more students coming into our K classes with greater needs than ever seen before. This pre-school is vital for our children.

The Strong Start Program is noted for building community while they help children by establishing clear, consistent and

simple limits. with potential screening of children before entry into the school system for obstacles students may face. Please join us at the StrongStart meeting on April 18, 2024, at 4:00 p.m. This will be a Hybrid meeting, online Zoom or at the union office. <https://us02web.zoom.us/meeting/register/tZctdO-hrz0iG9XcTkIMDLy0bs1RHikDVji7>

SSLs

In the past many of our SSLs have been considered DEC based and not 'posted' into any particular school. They are coming to the harsh reality that management has led them to believe their security in the position not posted and being moved to spare board. I have met with some of you as we meet with management, some we have talked and please reach out to me your shop steward so I can advocate as possible for you. Please email me ***before sending to management*** Meal prep aides. Doing more with less! Please fill out the surveys posted online and send to me.

In solidarity, Laura Hagar-Gaube

STUDENT SUPPORT

Hi Everyone,

I hope you have had a wonderful Spring Break and that you are returning to work rested and ready to finish off the year.

Calls have been quiet over the break, with the majority of calls being about leaves. Please remember that if you plan to travel to apply for an LOA, and find out what is approved, prior to buying tickets. I am always available to answer questions about the different types of leaves, so please call if you have questions.

Postings are coming up quickly, there will be a CYCW unit meeting on April 10, 2024 at 4:00 p.m. online zoom.
<https://us02web.zoom.us/meeting/register/tZl1du2vqTsqGdbyqCfoiW3ezr1HP2zizHLg>

Elections for your union executive are on April 20, and I encourage you to take the time to come out and vote for who represents you going forward.

In solidarity, Nora Hooper

CARETAKER CORNER

Collective Agreement highlight:

5.20 due to the nature of shift work, employees on the afternoon shift shall be allowed time off to attend one regular Union meeting per month; provided, however, the employee's shift will be completed and school buildings will be ready for the next day's regular school activity. In certain schools designated by the Board, one employee will remain on shift Employees who leave work to attend meetings under this provision will indicate the duration of their absence to their supervisor.

CARETAKERS

Namaste Caretakers

Caretakers over the past year, through our efforts, we together have not only advocated for the needs of many caretakers but also inspired positive change within our community.

You all have faced challenges head-on, and through communication we together have found creative solutions and unwavering support to all in our department. Our ability to empathize with the struggles of caretakers and communicate their needs effectively has made a significant impact.

Our journey is not just about the challenges you've overcome but also about the relationships we've built along the way. We have forged connections with fellow caretakers, community leaders, and supporters who share our passion for making a difference.

As we continue on this journey, combatting for equitable rights, Safer workplaces and clear respectful communication, we will celebrate our successes, no matter how small, and lean on our support network during difficult times to overcome times of need.

Let's keep pushing forward with passion and determination, knowing that our efforts are making a meaningful difference in the lives of those we represent.

Peace love and happiness to all,

In solidarity, Edward Parsotam

MAINTENANCE NON-TRADES

Hi everyone,

Hope everyone had a good Spring Break. The last month has been filled with meetings and paperwork. Please know I am working hard on an assortment of issues. I also have mediation training coming up this month, which I am looking forward to.

As you know, elections are coming up this month. Please come out and use your voice to elect your future executive.

You are the union, and you choose who represents you!

In solidarity, Des Caines

Your VOTE counts
Elections – April 20, 2024



CLERICAL

Hoping you all had a restful and relaxing Spring Break.

For those of you that worked, I hope you were taking care of yourselves. Speaking of taking care of yourselves, please remember to take care of yourselves and each other. We all have a story, and no one really knows what is going on behind the scenes so let's be kind to each other.

Save the date! Elections are coming up on April 20th, 2024. Speeches will be at the General Membership Meeting on April 17th at 6:00 p.m. I hope to see you there.

In solidarity, Shannon Levinsky

COMMITTEE CORNER

CUPE Metro

At the Mar 14 meeting, we had a presentation from CUPE BC's new full-time Political Action Coordinator to talk about the upcoming Oct election and training that will be available to locals. We also shared how successful the March 8's International Women's Day Celebration, with next year being in the Tri-Cities.

Respectfully submitted by Marcey Campbell

Pension Committee

Sustainability in a Pension Plan

I would like to thank everyone for sending me to the INVESTOR SUMMIT in Vancouver (March 5-7, 2024). It was an amazing experience that provided amazing information on responsible investment.

In October 2016, the Federal Government introduced Bill C-27. This legislation would allow employers to change employee pension plans. Justin Trudeau promised, in writing, to the Federal retirees, that benefit plan "which have already been paid for by employees and pensioners, should not be retroactively changed into [target benefit plan]." This allows the employers to pressure workers and retirees into "surrendering" their pension rights. This proposed bill will not help us meet the main goal of moving towards ensuring secure retirement for more Canadians. As a result, Bill C-27 effectively died in June 2019.

Our existing Pension plan is still a Define Benefit Plan (DBP). This benefit is based on a formula in which your pension is known before retirement. The employer bears the investment risk - longevity and geopolitical risk.

On December 31, 1997, The Canadian Pension Plan Investment Board (CPPIB), an independent body of the Government of Canada, was created. According to Its most recent annual report, the CPPIB manages \$570 billion with a net average return of nearly 10% per year over the last decade. These funds are kept separate from Government funds; neither Provincial nor Federal Governments can access the money in the Canada Pension Plan.

Our CPP funds have been invested all over the world. Unfortunately, many Canadians are unaware of how their pension fund is being invested, which can affect the livelihood of others. As we enter the next era of standards and regulations surrounding sustainability, it is important to explore accountability when it comes to responsible investments. The lack of ethical and environmental responsibility are major factors that are affecting the livelihood of many worldwide. A clear example of how our pension funds affected the livelihood of others, is the case of privatization of water and sewage services in Sao Paulo, Brazil. In this case, \$1.7 Billion Canadian of CPPIB funds were used by Igua Saneamento S.A. (“Igua”) to buy a public water system being auctioned off in the state of Rio de Janeiro. The Canada Pension Plan Investment Board (CPPIB) prospected to make a capital investment of \$385 Million Canadian. Meanwhile, this meant the loss of jobs for thousands of Rio de Janeiro workers.

As Mark Hancock (Canadian Union of Public Employees) stated: “It’s outrageous that our public pension plan is using workers’ retirement funds to profit from people’s need for clean water and safe sewage treatment. These are human rights that are essential for survival.”

We want our pension funds to make decent investment returns, however, CUPE strongly opposes pension funds being invested and profiting from privatized infrastructure. We must resist from profiting at the expense of others.

In solidarity, Manny Tunchez

Human Rights and Equity Committee

Ramadan, the holy month of fasting and spiritual reflection for Muslims worldwide, concludes on April 9, 2024. This month-long observance is marked by dawn-to-dusk fasting, increased devotion, and acts of charity. It serves as a time for self-discipline, empathy, and strengthening one’s relationship with Allah. The culmination of Ramadan, known as Eid al-Fitr, is a joyous occasion celebrated with prayers, feasts, and sharing blessings with family and friends. As Ramadan ends, Muslims carry forward the lessons of patience, gratitude, and compassion into their daily lives, fostering a deeper connection to their faith and community.

Respectfully, Edward Parsotam

Pension Committee

We are proud to announce that our Municipal Pension Plan forum will be taking place IN-PERSON on May 3, 2024 professional development day at Clayton Heights at 8:30 AM. During our second half of the professional development day, we will have the Canadian Pension Plan forum IN-PERSON from 12:30 p.m. Please register for this as well if you have not attended previously. Be sure to register to be a part of these forums, as there are only limited spots available.

Thank you, Pension Committee

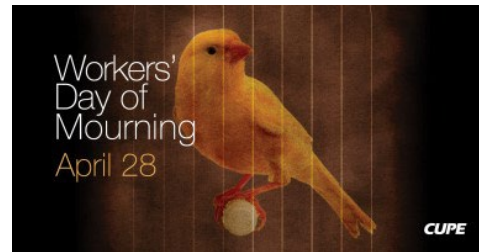
APRIL 28TH - DAY OF MOURNING

We stand together with the world's workers to remember:

- ❖ All those suffering workplace illnesses, injuries or killed on the job
- ❖ Children left parentless, and families facing hardship
- ❖ Young workers killed or injured at a much higher rate
- ❖ Women workers whose hazards are often unrecognized/ignored
- ❖ The working wounded denied fair compensation

Because union struggles gain laws and protections, we:

- ❖ Vow that "an injury to one is an injury to all"
- ❖ Demand the enforcement of health and safety laws
- ❖ Denounce those who place profits before workers' health
- ❖ Proclaim our right to safe workplaces and respect on the job



We mourn the dead and fight for the living.

THANK YOU NOTES

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.

Linda K. – get well

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.



ELECTION

Register in advance for this meeting: Elections April 20, 2023, [MAIN MEETING LINK](#)

<https://us02web.zoom.us/meeting/register/tZ0lde2urjoqH9cOuA3gtdn-9FT9sruSqXTy>

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

Please also register for your department sub-meeting. You will be directed to your sub-meeting from the Main meeting.

You should be registered for the MAIN meeting and ONE (1) sub-meeting.

Elections for the following will be done through the main meeting zoom link:

- President
- 2nd Vice President
- Recording Secretary

GO TO DEPARTMENT LINK BELOW FOR SHOP STEWARD ELECTIONS

RETURN TO MAIN LINK FOR BELOW ELECTIONS

- Executive-at-Large One & Two
- Sergeant-at-Arms One & Two
- One Trustee for term 2024 - 2027
- Entertainment Committee

GOOD LUCK TO ALL THE NOMINEES



SUB MEETING – CARETAKERS ONLY - Register in advance for this Election Sub-meeting:

<https://us02web.zoom.us/meeting/register/tZlucuhqTlPht1vyZZnU7K3Ku1ftT1Sjjal>

SUB MEETING – CLERICAL ONLY – Register in advance for this Election Sub-meeting:

https://us02web.zoom.us/meeting/register/tZAKf-Gvqz8tHNd_Egg0FrV-Mr0g-ItfiSN4

SUB MEETING – IESW's ONLY – Register in advance for this Election Sub-meeting:

https://us02web.zoom.us/meeting/register/tZUld--urDojE9OuR74Sm0EaOxhuW2_Jpgcl

SUB MEETING – MAINTENANCE TRADES ONLY – Register in advance for this Election Sub-meeting:

<https://us02web.zoom.us/meeting/register/tZAqcOurzIuGNHGwEZrKUjG1huxWyItmN6B>

SUB MEETING – MAINTENANCE NON-TRADES ONLY – Register in advance for this Election Sub-meeting:

https://us02web.zoom.us/meeting/register/tZErd-ytqTMpHd1GGyrqkikUDnflBn_Sa4za

SUB MEETING – SCHOOL AND COMMUNITY SUPPORT ONLY – Register in advance for this Election Sub-meeting:

<https://us02web.zoom.us/meeting/register/tZMsdOqhrz8vH9QN6BUWeeToNoCbO97EH2IG>

SUB MEETING – STUDENT SUPPORT ONLY – Register in advance for this Election Sub-Meeting

https://us02web.zoom.us/meeting/register/tZYlf--uqjojH9eMN8AAGP-ne9KAS_tEv7De