

CHRONICLE

CUPE LOCAL 728

Volume 51 – Issue 5
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May 2024
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728 HOLDING SOCIETY ANNUAL MEETING **AND** **GENERAL MEMBERSHIP MEETING** **May 15th, 2024 – ONLINE ONLY**

The 728 Holding Society Annual meeting 7:30p.m.
The General Membership meeting 8:00p.m.

Register through the same link - Online Only - 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 these meetings:

<https://us02web.zoom.us/join/zoom/register/tZYpdu2sqjkSgtDkyAjRtqk3ZcdrBlyXcQGM>

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 – Cassie Deezar.....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 – Liam Hawthorne.....604-813-1799
MT - Trades – Blair Hofer.....604-723-1921
School & Community Support
Allan Henricks.....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--002.pdf>

AGENDA

All Motions must be submitted in writing

728 Holding Society AGENDA (7:30 p.m.)

There are a total of nine (9) 728 Holding Society Directors: The President of CUPE 728, four (4) elected Executives and four (4) elected Members from the floor.

- President – Tammy Murphy
 - Four (4) elected Executives from the May 6, 2024, Executive meeting as 728 Holding Society Directors are: Shannon Levinsky, Allan Henricks, Theresa Pidcock and George Hardy
1. Nominate and elect four (4) Members from the floor as Directors to the 728 Holding Society.
 2. Nominate and Elect the Chair for the 728 Holding Society Committee.

GM AGENDA (8:00 P.M.)

1. Elect three or more (3+) Members to the Entertainment Committee.
2. Elect one (1) Trustee for term 2024 – 2027
3. Elect Five (5) Delegates to attend the National Sector Council Conference, in Winnipeg, from Oct 7 – 10, 2024
4. **Notice of Motion:** For up to \$3,000 for an open house BBQ at the new property.

CLERICAL UNIT MEETING

May 9, 2024, online – Zoom – 5:00 p.m.

Pre-register for meeting below:

<https://us02web.zoom.us/join/zoom/register/tZ0kceuhrTgvGtHOZGPY1y9mAKtdAJekoOmJ>

IESW UNIT MEETING

May 23, 2024, online – Zoom – 4:30 p.m.

Pre-register for meeting below:

<https://us02web.zoom.us/join/zoom/register/tZModu-spz8qHtbfg49WRPNEeTSY0sW6djqb>



BARGAINING PROPOSALS

If you have any bargaining suggestions, please email them to the office office@cupe728.ca.

PRESIDENT

Elections are done and I would like to thank you all for your continued support. Bargaining is coming up and I commit to you all that I will work hard for **everyone**. Please know that we will listen to all your concerns and address what we can. I will be on the provincial bargaining team as well as the 728 team. Keep sending in your ideas to office@cupe728.ca.

This last month has been busy, with the liaison meeting, meetings on cost-shares, mediation, and many other meetings as well as elections. The top of my list last month was StrongStart. We have been working tirelessly to try and save these jobs. On the 29th we found out all but 2 will continue for the next year. The 2 that we are losing are due to high registration in the school and lack of space. Though this buys us a bit of time we will not stop fighting until we save the program.

The Trustee Liaison meeting took place on April 15th. We discussed StrongStart, contracting out, dissolving of jobs, and violence. Thanks to Blair, Des, Amanda, and Theresa for helping with the presentation and the awesome answering of questions that came from the trustees. Great work team!!

Bylaws are back and approved by National. We need to have it formatted and then will send it out. National has a few suggestions that will be addressed with the Bylaw Committee very soon.

Welcome to our 2 new executives, George Hardy, and Liam Hawthorne, I am looking forward to working with you and our returning executive. To those not returning thank you for your service and to Gaylene happy retirement you will be missed.

We have lots to do moving forward, some of our biggest projects this and the coming school year will be the cost-shares on contracting out and violence in the workplace. Bargaining is coming quickly as well as the purchase of the new building. We will be working hard to have you all included and informed on what we are doing and asking for your help in doing it.

We are stronger together.



In solidarity, Tammy Murphy

1st VICE PRESIDENT

It has been a busy month; we had a grievance meeting with the employer for step 3 grievances. I had the opportunity to do two, 3-day courses from the Justice Institute on negotiating, which were great. I learned a lot about handling issues and bringing people together to find solutions. I also went to the CUPE BC Convention in Vancouver this past week. Many resolutions hit the floor, some on Violence in the workplace, Block funding for K-12, and Activism training. Tuition-free trade education,

Pensions for all, Mental health first aid training, Political engagement, an urgent response to the continuing crisis of toxic drugs, fund renovations of old social housing stock to increase energy efficiency, Red Dress alert system, Paid leave for sexual and intimate partner abuse, LTD programs, Truth and reconciliation training, income supplement for seniors, and many more. There was a smudging every morning, Thank you to Chief Sam George. Thank you to the membership for voting for me to go to the convention, it was an honor to represent our local at the convention this year.

In solidarity, Theresa Pidcock

MAINTENANCE TRADES

Quick thanks for the vote of confidence on my position here with the Union. It has been an interesting year of learning the ropes and trying to keep our concerns at the forefront of the Local. Of pressing nature, holidays. The collective says we need to have our days submitted for summertime by April 1, and the rest of the school year by May 15. I know that this has been a soft line that could have been crossed, it is however, possibly, becoming a hard line. So, it may be advisable to have your days in before the deadline and try to change or cancel them as needed for now until we can address the language in the CBA. It's not ideal, we agree and hopefully can fix it in bargaining.

Be happy, be safe, be well.

In solidarity, Blair Hofer

COMMUNICATIONS OFFICER

Thank you to everyone that attended on-line for our Elections. Thank you to each and every person that put their name forward. It was fantastic to hear each person's speech/presentation and hear the CUPE728 passion. I look forward to working with this year's Executive.

I am extremely grateful to be going to the Communications Conference at the beginning of June and excited to see what I can bring back to the Local. I will be attending the Violence In The Workplace 2-day training in Kamloops at the end of May.

I attended a Consultation Meeting with many of the Stakeholders of the District. Unfortunately, this month's Violence in the Workplace working group and Wellness working group were canceled but will resume next month.

Thank you to the Pro-D Committee for this year's May Pro-D. Thank you to our members that keep our social media very popular: 30,000 interactions on just our FB for April!

We're on Instagram and X as well. www.cupe728.ca

Respectfully submitted by Marcey Campbell

SECRETARY TREASURER

Membership Size

	New	Total	Paid dues	@37.5 hrs
Jan	12	5323	4793	1360
Feb	39	5387	4644	1274
Mar	67	5446	4673	1264

PEBT JEIS Report

	Referrals	RTW	Suspended	sent to LTD	Emails
Jan	72	62	22	22	937
Feb	79	51	6	21	807
Mar	67	45	4	21	699

General Information

The Trustee's audit has identified a concern and asked us to examine the extremely high costs to members of the union sick bank and benefit fund. Both funds are currently in our bylaws, and both funded by us, one is an expense from our union dues and the other is a mandatory donation of some of our personal accumulated sick time as written in the collective agreement.

The sick bank is estimated to cost approximately \$2,000,000.00 (2 Million) and the benefit fund is estimated at \$200,000.00 (200k) for 2024.

In Solidarity, Cory Hyslop

SCHOOL & COMMUNITY SUPPORT

Hi everyone,

Thank you to all the members who came out to our elections on April 20th, I want to especially thank the members of the School and Community Support who elected me as your Executive Shop Steward.

This section of CUPE Local 728 is made up of mostly part time positions where you are dealing with interacting with the whole school community right from the parents and students in the Strong Start program who are just getting introduced to the school system, to the Supervision Aides who watch over the students during the lunch hour, and to Safe School Liaisons who are helping our students and staff feel safe in the schools.

I want you to let you know I am here for you. If you have any concerns or questions, please reach out to myself at my union email: ssattendants@cupe728.ca using your personal email address (not your surrey schools' email). I also have a cell number which is 604-341-6627 where you can call or text. It would be best to email me with your inquiries because then we have a record of it and can follow up more easily. Please be mindful that I will answer my emails and return calls during my nonworking hours.

I look forward to the year ahead.

In solidarity, Allan Henricks

STUDENT SUPPORT

Hi Everyone,

I would like to start by thanking you all for your continued support, and for re-electing me as your Executive Shop Steward. I am looking forward to the upcoming year and will do my best to represent you all.

April has been a busy month with 2 General Meetings, elections, CUPE BC Convention and many calls and emails.

I am getting many questions about workload, leaves of absence, and conflict in the workplace. All of these lead to mental stress, and I cannot emphasise enough the importance of taking care of yourself. Please take your breaks and lunch times, and do not stay late to do unpaid work.

The CUPE BC Convention was a great opportunity to connect with other CUPE members from across the province, as well as to discuss and pass many important resolutions. This year I also served as Co-chair of the Membership verification committee. I enjoyed this and hope to have the opportunity to serve again in the future.

We are heading into a bargaining year, and I welcome your suggestions on what you would like to see us ask for. Please email your thoughts and ideas to office@cupe728.ca.

In solidarity, Nora Hooper

CARETAKER

First of all, I would like to give the Executive a big welcome as we all are departing on the journey of supporting our members of CUPE728 and building to a new more progressive Collective agreement.

For those that were able to make it to the elections on Saturday April 20, 2024, a very special thank you. Those that had the obligation of life to put food on your tables, and or Celebrated Vaisakhi thank you as you were not intentionally overlooked nor was your cultural day being taken advantage of, it was because the way that the bylaws state when our elections occur and the third Saturday in April, is the yearly date.

To my fellow Caretakers I will continue to feed you education on bylaws and collective agreement language and will also be often speaking to you about oppression and Racism in the workplace. I will continue to look out for you and make sure you are treated in an equal basis.

My goal is to build a stronger more informed department within the rules of Surrey Schools both policy and law as well as the Collective agreement. I commit to this while within the process helping all to understand basic parliamentary procedures and functionality of the union so that we can build on a mentorship for the future.

Members of the union and friends let's move mountains together!

In Solidarity, Edward Parsotam
Executive Shop Steward
604-812-261

CLERICAL

Hello all!

Well, it has been a busy time! Thank you all for your support for the elections on April 20th! I want to welcome the new executive and sadly say farewell to a few.

I recently attended the CUPE BC Convention. There was a lot of good work done! 48 Resolutions and Constitutional Amendments were passed, along with some healthy discussion on several that were defeated. In total I took 20 pages of notes. If anyone would like a copy, just let me know. Some of the topics can be a trigger for people. One of the BEST resolutions passed was....to Lobby the government for a fully funded education. Not the dysfunctional funding system that we have now.

On May 7th I will be having a Clerical Committee Meeting. I will be having a Clerical Unit Meeting on May 9th at 5:00 PM to report to you what was discussed. Looking forward to getting together to talk about what is going on in the clerical world and listening to your thoughts and ideas. This will be a ZOOM meeting.

Bargaining is going to be starting up shortly! YES, already! We usually start a year in advance with bargaining training and working on gathering information from the members. So please send your ideas into Laura in the office at office@cupe728.ca. Speaking of bargaining, we have an election coming up this fall (not that far away) on October 19th! Please remember to make good choices with our labour friendly government so that we can continue on the path of increases instead of the 0's we had for 16 years with the previous government.

Finally, I want to thank Gaylene for her tireless support on the executive for many years as well as the Constitution and By-law Committee. Wishing you much love and joy in your retirement. Grateful for all of these years we got to spend together working for the membership.

Just under 2 months to go for all of our 10-month employees! Hang in there! For our 12-month employees, we appreciate all you do!!



Premier Eby

In Solidarity, Shannon Levinsky

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) SECONDARY/SPAREBOARD

With the end of the school year just around the corner please keep a look out on your district/personal e-mail as well as the Union website with info on how to register for the June posting meeting. You must register for the June posting meeting in order to be able to post into a position.

There will be a Unit meeting on May**, 2024 please make sure to sign up & register for it.

I wanted to thank each & everyone of you for your support in re-electing me as your Shop Steward. Your support means the world to me.

We are in the home stretch remember to be kind to one another.

In solidarity, Amanda Williams

COMMITTEE CORNER

Human Rights and Equity Committee

Human rights and equity committee is seeking your feedback on putting on event for cultural awareness.

We are running on an idea to have a cultural fusion style festival in the new school year, and we want to highlight your culture. We understand that there are many different cultures representing our members and we would like to showcase your culture.

Please email us letting us know what you would like to see or have represented at a cultural festival whether it is food, art history, or live performances we want your feedback.

Thank you, Edward Parsotam

Health & Safety

Earlier this year Bill 41 was passed in the BC legislature. The legislation brings considerable change to WorkSafeBC. Both the OH&S Sub-committee, as well as the District OH&S Committee have put together a brief summary of those key changes.

The Strengthening Mental Health Support.

The bill proposes to expand access to mental health services for workers, including coverage for psychological assessments and treatment for work-related mental health conditions.

Enhancing Protection for Vulnerable Workers:

Bill 41 introduces measures to protect vulnerable workers, such as those with pre-existing conditions or who are returning to work after an injury. This includes prohibiting discrimination based on a worker's compensation history and providing additional support for workers with disabilities.

Improving Return-to-Work Programs.

The bill emphasizes the importance of return-to-work programs and proposes to enhance the resources available to support workers in their recovery and reintegration into the workforce.

Modernization of the Appeals Process.

Bill 41 proposes to modernize the appeals process for workers' compensation claims, making it more efficient and accessible.

Increasing Transparency and Accountability.

The bill aims to improve transparency and accountability within the Workers Compensation Board by requiring regular reporting on key performance indicators and increasing public access to information.

Potential Impact.

The proposed amendments in Bill 41 have the potential to significantly impact the workers' compensation system in British Columbia. By strengthening mental health support, protecting vulnerable workers, and improving return-to-work programs, the bill could lead to better outcomes for injured workers and a more equitable system overall.

Current Status.

While Bill 41 is currently the law, a number of its ramifications have yet to be determined/interpreted.

We hope this breakdown helps.

On behalf of both OH&S Sub-committee as well as the District OH&S committee please feel free to contact the Health and Safety representatives at your local.

healthsafety@cupe728.ca

ELECTION RESULTS

***CUPE 728 held their elections on April 20, 2024.
Congratulations to the newly elected executives and
welcome back to the returning executives.***

President – Tammy Murphy
1st Vice President – Theresa Pidcock
2nd Vice President – George Hardy
Recording Secretary – Karen Nicoletti
Secretary-Treasurer Cory Hyslop

Communications Officer – Marcey Campbell
Executive-at-Large One – Debra Merrier
Executive-at-Large Two – Des Caines
Sergeant-at-Arms One – Sheila Simpson
Sergeant-at-arms Two – Jayne Baggott

Shop Stewards

Caretaker – Edward Parsotam
Clerical – Shannon Levinsky
IESW Elementary – Cassie Deezar
IESW Secondary/Sparebaord – Amanda Williams
Maintenance Non-Trades – Liam Hawthorne
Maintenance Trades – Blair Hofer
School & Community Support – Allan Henricks
Student Support – Nora Hooper

Toxic work environment can erode morale and motivation

Employees who feel undervalued, underappreciated, or unsupported are less likely to be engaged in their work. This can result in decreased productivity, lower quality of work and higher rates of absenteeism and turnover.

The lack of motivation and enthusiasm can only impact teamwork and collaboration leading to dysfunctional and unproductive work culture. Toxic environments often foster a culture that is full of fear and distrust. When communication is poor conflicts are unresolved, and there is a lack of transparency and fairness therefore employees may feel unsafe and insecure. This can lead to a breakdown of relationships, increased office politics and reluctance to speak up or offer innovative ideas for fear reprisal the consequences.

Toxic environments extend beyond individual employees to impact the school district worksites as whole. It can damage reputations, hinder recruitment and retention efforts ultimately affecting the bottom line. Addressing mitigating behaviours and creating a positive support work environment is crucial for promoting employee well-being, satisfaction, and overall organizational success.

In closing, be kind to each other, treat all how you'd like to be treated and remember we do not know what the other person is going through, a simple "Please, Thank you, Good morning or have a good night" can create a welcomed environment.

Edward Parsotam,
Caretaker Health and Safety DFC

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.

Amina B. – 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.



**CUPE BC – Aubrey Burton/Reg Ford
Memorial Scholarship**

[available online here](#)

PROPER LIFTING TECHNIQUES

CUPE 728



ADMINISTRATIVE CONTROLS

Changing work practices and work policies, and training workers in proper lifting and handling techniques, can limit risk of musculoskeletal injuries. Some questions to consider:

- Can the task design be changed? For example, changing a carrying task to a pushing or pulling task.
- Can workers be given time to rest or recover when lifting or handling loads?
- Can work demands and work pace be balanced more effectively?
- Can the tasks be varied?

Additional Considerations

Environmental Factors

Be aware of extreme temperatures that can affect lifting and material handling. For example, hot temperatures can lead to heat stress. Low visibility or poor lighting increases the chance of trips and falls.

Inadequate Handholds

Inadequate handholds, such as boxes without handles, buckets without handles or oddly shaped loads make lifting more difficult. Where possible, utilize handholds such as handles, slots, or holes that provide enough room for gloved hands. Wear protective equipment. Ensure that gloves fit properly and provide adequate grip. Suction devices are helpful in lifting junction boxes and other materials with smooth, flat surfaces. Other tools may be available that can create temporary handles.

High-Frequency and Long-Duration Lifting

Holding items for long periods, even if loads are light, increases the risk of back and shoulder injury since muscles can be starved of nutrients and waste products can build up.

Awkward Postures

Bending while lifting causes several problems for the back. It adds the weight of the upper body to the weight of the object being lifted. Bending and/or reaching moves the load away from the body and allows leverage to significantly increase the effective load on the back, leading to stress on the lower spine and muscle fatigue. Carrying loads on one shoulder, under an arm or in one hand creates uneven pressure on the spine.

Injuries from lifting and handling of loads can occur in many occupations. Workers are exposed to risk when they lift, lower, or carry objects. Risk factors include:

- The weight of the load
- How close the load is to the body. A load lifted far from the body imposes more stress on the back than the same load lifted close to the body
- The size and shape of the load
- The distance the load has to be carried
- The initial height of the load and the vertical distance lifted
- Lifting in combination with twisting
- How long the load has to be carried
- The number and frequency of lifts performed

How To Reduce Risks

Making physical modifications to work areas, equipment and processes can reduce exposure.

Some questions to consider:

- Can mechanical lifting such as hoists, pallet jacks, carts, or conveyors be used instead of manual material handling?
- Can the load be lifted within the range of knee to waist height?
- Can the vertical distance the load has to be lifted or lowered be shortened? Options include limiting shelf height, and raising the worker.
- Can stooped or twisted positions be avoided by providing unrestricted work space, or arranging the workspace differently?
- Can the size of the load be made smaller? Options include bailing out a larger bucket with a smaller mop buckets, or having workers make two trips with smaller loads rather than one trip with a heavy load.
- Can carrying distance be shortened by changing the workflow?

healthsafety@cupe728.ca

Resources: WCB,UNC

APPLICATION

THOMAS G. ELLIS MEMORIAL SCHOLARSHIP

AND

CUPE LOCAL 728 SCHOLARSHIPS

The scholarships are offered to Local 728 member's children graduating from Grade 12 in June 2024.

I am applying for the following Scholarships: Please check box(s) below that you're applying for

The Thomas G. Ellis Memorial Scholarship for two thousand (\$2,000) dollars

CUPE Local 728 Scholarship for one thousand (\$1,000) dollars

Two (2) one thousand (\$1,000) Scholarships for students who identify as Indigenous

Two (2) five hundred (\$500) dollar scholarships to be awarded by random draw (exclusive of the successful recipients of the two preceding scholarship awards).

Applications should be submitted with written notification of acceptance from a post-secondary educational facility, accompanied by a transcript of your marks as received from the Ministry of Education in Victoria and the completed form below, not later than September 27, 2024.

Return to: office@cupe728.ca

NAME OF APPLICANT

PARENT/GUARDIAN

ADDRESS

TELEPHONE NUMBER

BIRTHDATE

SCHOOL ATTENDED

UNIVERSITY/COLLEGE APPLICANT PLANS TO ATTEND

DEGREE/CERTIFICATE SOUGHT

