

CHRONICLE

CUPE LOCAL 728

Volume 51 – Issue 6
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June 2024
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GENERAL MEMBERSHIP MEETING June 19th, 2024

The June 19th General Membership meeting is a HYBRID meeting at 6:00p.m. You can attend in-person at **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 these meetings:

<https://us02web.zoom.us/join/zoom/register/tZYpce2urjsrH9POfz4njmMY85Z9DbMuV26>

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>

All Motions must be submitted in writing

1. Elect Standing Committees:

- Three (3) *District Health & Safety*
- Five (5) *Health & Safety Sub-Committee*
- Three (3) – eight (8) *Constitution and By-Laws*
- Three (3) – eight (8) *Political Action*
- Three (3) – five (5) one (1) of whom shall be retired & appointed by the committee *Pension Committee*
- Three (3) *School Board Trustee Action*
- Three (3) *Education Committee*
- Three or more (3+) *Women’s Committee*
- Three or more (3+) *Human Rights & Equity*
- Three or more (3+) *Anti-Contracting Out*
- *Young Workers*

Please go to our website: www.cupe728.ca and look under Constitution & Bylaws for descriptions of committees.

2. Elect One (1) Non-Executive member from the floor as a Director for the 728 Holding Society

CUPE BC – Aubrey Burton/Reg Ford Memorial Scholarship

[available online here](#)



BARGAINING PROPOSALS

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



PRESIDENT

Well, another school year has come and gone, and I hope all the 10-month employees enjoy their summer off. To all our 12-month employees hopefully, you get some vacation and time in the sun. If we are working in the hot weather, please make sure you take care and review the working in extreme weather policy.

Our two cost-shares are up and running. Anti-Contracting Out and Violence in the Workplace. Please watch for information and ways to help, we are excited these are underway.

IESW's and CYCW's please watch for important dates on our website and Facebook

- Posting meeting
- Bumping meeting
- Placement meetings

CUPE 728 is happy to announce our move is being done on the last week of school, and therefore the office will be closed to members. Our phone and email responses may be delayed. Please be patient with us during this transition.

Open House BBQ will be held on Saturday, August 24th. Time to be announced soon. Please come out and join us for some food and fun, as well as to see your new Union office.

With Summer upon us please remember most people schedule some type of vacation during this time so there may be delays in responses. 10-month employees your shop stewards are also 10-month employees be patient, if having difficulty contacting any of your stewards, please email them and cc me, so I can help if necessary. CUPE 728 office staff will also be scheduling vacations, so please call the office to confirm that they are here to help. We should have this info posted but there are always one-offs.

Thank you all for all your hard work. Have a safe and happy Summer and see you all in September!

In solidarity, Tammy Murphy

1st VICE PRESIDENT

We have presented several grievances this month and have settled a few. We should have step 2 grievances all presented by the end of June and we have one arbitration in July.

I will be in the summer to cover the President when she is away, and I will be available by phone over the summer. I hope everyone has a great Summer and all those working thank you for all your hard work.

I hope all of you who signed up for summer work take the jobs. If we do not get enough weeders for the grounds department the employer will contract it out.

In solidarity, Theresa Pidcock

SECRETARY TREASURER

Membership Size

	<i>new</i>	<i>total</i>	<i>paid dues</i>	<i>@37.5 hrs</i>
<i>Jan</i>	12	5323	4793	1360
<i>Feb</i>	39	5387	4644	1274
<i>Mar</i>	67	5446	4673	1264
<i>Apr</i>	39	5433	4833	1281

Members off work 6 days or longer

	<i>Referrals</i>	<i>RTW</i>	<i>Suspended</i>	<i>Sent to LTD</i>	<i>Emails</i>
<i>Jan</i>	72	62	22	22	937
<i>Feb</i>	79	51	6	21	807
<i>Mar</i>	67	45	4	21	699
<i>Apr</i>	107	57	2	16	907

General Information

Congratulations to the Society directors, old and new, the sale and purchase of properties have both completed and changed hands. A financial update will be available in September, after Summer and after the renovations are completed. Thank you all for your hard work and vested efforts 😊

The sick bank and benefit fund are pending evaluation from the committee.

If you know of someone off that should receive flowers from our union, please email or call the office.

Its time to put on our thinking caps for our costs for next year as it's a bargaining year, stay tuned and watch for the budget meeting in October or November.

Have a fun filled and safe summer and I look toward to seeing you all again in the fall.

In Solidarity, Cory Hyslop

MAINTENANCE TRADES

Alrighty Folks,

I would like to start this month's chronicle with a few safety reminders during this time of year. Firstly, the temperatures will hopefully be going up soon so please have appropriate clothing and water to meet the needs of the day and don't forget to seek some shelter from the sun or plan your work to avoid it as much as you need to.

Secondly, with the better weather, the little ones tend to be outside more so please do walk arounds on your district vehicles before driving away especially if you are not parked in a lot but are somewhere on the property.

Vans create good hiding spots, I've even had a kid trying to open the door to hide in mine, so please look out for them.

The big switch to day shift for service ops at the yard seems to be a go. The Union hasn't been given the full plan yet and with such a change there will be bumps for sure, so please bring me your concerns so we can try and iron them out before it becomes a big issue.

As always be safe.

In solidarity, Blair Hofer

COMMUNICATIONS OFFICER

This past month was busy with training, traveling and lots of updates. I want to thank CUPE BC for sending me to Kamloops for the 2-day Political Action & the Prevention of Violence In the Workplace Campaign. Did you know that Unions came out of politics? With the upcoming October election, it is important to look at the history of the political party you are voting for and how it will impact you personally and in your career.

For the upcoming Violence in the Workplace Campaign, CUPE 728 will be working hard with members in our local to ensure that this campaign is going to be powerful.

I traveled to Edmonton to the Communications Conference where we were up for 9 nominations for our website and communication outputs.

Don't forget that CUPE 728 has their own FREE Savings App called Endless Savings. If you're not one of the over 3,100 members that have downloaded it, you're missing out! Check out the savings on our website.

Respectfully submitted by Marcey Campbell

STUDENT SUPPORT

Hi Everyone

I have had a busy month with calls, meetings and training. I was able to attend an informative day of training on duty to accommodate and also to take an intensive course on advanced grievance handling. Both of these were excellent courses, and I am glad to have this knowledge to benefit all of our members.

June is a very stressful month for many of us with hours being awarded, postings, and year end reporting coming due. Please take care of yourself, take your breaks, and ask admin for extra time or even overtime if needed. Workload issues are a big concern every day, but even more so at this time. If you have received your hours for next year and have concerns, please call me.

I hope you have a great month and are looking forward to a fun, relaxing summer break.

In solidarity, Nora Hooper

IESW ELEMENTARY

Happy June, we finally made it.

Firstly, I'd like to thank the members for voting me in as IESW elementary shop steward. May was a busy month with June looking the same, May 12th - 14th, 2024 I had the opportunity to go to Victoria and lobby the Provincial Government for Violence in the Workplace with CUPE BC and the K-12 committee. I had the opportunity to deliver my personal experience with violence in the workplace to premier David Eby and education minister Rachna Singh along with many other government officials. I look forward to meeting with some of our local politicians over the summer to have meaningful conversations and action for violence in the workplace. **ALL IESW's wishing to attend the June 28th, 2024, posting meeting must register by June 21st, 2024, at 4:00 pm.** Members wishing to attend can register under the workshop tab on the HUB or follow the link below:

<https://workshopreg.surreyschools.ca/20455>.

The posting meeting starts at 8:00 am, parking is limited at the bell centre please try and carpool and come a bit **early**.

The bumping meeting is August 2nd, 2024, at 8:00 am at DEC RM 2020 - 14033 92nd Street.

The Placement meeting is August 8th, 2024, at 8:00 am at the Bell Center 6250 144th street.

Anyone who is currently off work can email all choices to HR no later than 1:30 pm on June 27th, 2024, with the union CC'd office@cupe727.ca **anything sent after 1:30pm will not be accepted.**

August 24th, 2024, is CUPE 728's open house for our new union office. Please keep an eye out for more information on our website and social media accounts.

To all our 10-month employees Happy Summer break, to all our 12-month employees thank you for your hard work over the summer.

In solidarity, Cassie Deezar

MAINTENANCE NON-TRADES

Hello Brothers and Sisters,

After lurking in meetings and complaining in huddles I have finally got off the couch and managed to get elected as the Maintenance and Non-Trades Shop Steward. In the past, I have been a Union member of the IAM&AW at the Vancouver Airport working as a Ramp Attendant. I was there from 1990 thru 2003. Loved it. If there are any ex-Canadian Airline people out there send me a hello.

Currently, I work in IMS as a LAN Technologist in the Operations department and have been a CUPE 728 member since 2017. IMS has not had an onsite Steward since 2018 when Tim Tyler retired. In that time IMS has seen some changes that, were not always in the benefit of the worker and went unheard as we did not have regular onsite representation. Now, some may suggest that since I am in IMS that perhaps other departments will not be adequately represented. I would like to assure you all that I plan on being a representative to all of the work groups. I will be representing Equipment Operators, Facility Technologists, Groundskeepers, Laborers, Storekeepers, Material Forepersons, Shippers/receivers, Utility Workers, Bus drivers and IMS. (let me know if I missed any group).

In the event of a dispute between you and the Company it is imperative that you begin recording what was said, what happened, who was present and any witnesses. This should be done immediately. One of the best ways is to record the incident in an email but do it right away. This allows your immediate thoughts, impressions and recall being on paper and therefore never forgotten. Despite our best efforts we sometimes forget a portion of the event or what was said. This will minimize that. Then send it to your shop steward after speaking with them. As your Shop Steward, this is the best way for me to understand the event.

Of course, we will always try to work with the company in a reasonable, non-confrontational manner which may require a cooling off period. Use that time to record everything you think is pertinent. Our goal is to enjoy our jobs, enjoy our co-workers and work in a safe, secure, fair and reasonable environment.

Thank you for electing me and trusting me with this office,

In Solidarity, Liam Hawthorne

INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) SECONDARY/SPAREBOARD

We made it!! 🎉🎉

We are in the home stretch now!! 🚩

As we know June is extra exciting, busy, frantic, uncertain & a sad time of the year. So many changes are happening in schools with students going into higher grades & or graduating and waiting to hear what hours our school will have for the following school year. Remember we are all feeling the same things, if you are unsure ask your Administration or Union **DO NOT** believe hearsay, rumours or gossip.

If you are wanting to attend the June 28, 2024, Posting Meeting you **MUST** register even if you are posting or not. If you are not attending the Posting Meeting you **MUST** be at your work site.

I was fortunate enough to attend a training session on Political Action on Violence in the Workplace in Kamloops. Keep an eye out on our Web Site & Facebook for links to sign a letter that will be sent to the Minister Of Education regarding, Violence in the Workplace, Retention, and Staff Shortages.

Some of our members will be leaving their current work site for new adventures I wish you all the best of luck in all your future endeavours.

I wish everyone a Restful, Relaxing & Fun Summer. 😊🚗🚚
See you in the New School Year 2024-2025!!! 🚌✍️📅



In solidarity, Amanda Williams

CARETAKERS

In any workplace, the synergy of teamwork can lead to remarkable achievements. This synergy is fueled by several key elements: good communication, fair work division, and a strong emphasis on safety. When these elements are integrated effectively, teams can accomplish tasks efficiently and harmoniously. Let's delve into each aspect and understand how they contribute to a successful work environment.

Good communication is the cornerstone of effective teamwork. Clear and open communication channels generate understanding, trust, and collaboration among our team members. When everyone on the same page regarding goals, tasks, and expectations, this would minimize misunderstandings and promotes a cohesive working environment. Regular morning team meetings, updates, and feedback sessions are essential components of maintaining good communication within a team. Going through a run of stretches to warm up the body and group morning walk around would be great examples.

Fair work division ensures that each team member contributes equitably based on their skills, experience, and workload capacity. Fairness in work distribution not only prevents burnout and resentment but also maximizes productivity. It is crucial for team leaders to assess individual strengths and weaknesses and allocate tasks accordingly. This means checking on all caretakers, assisting those that require and helping those struggling or unfamiliar with guidance. Regularly providing support where needed can help maintain a fair and balanced work division.

Safety is paramount in any workplace setting. Prioritizing safety measures not only protects employees from potential

hazards but also promotes a culture of care and responsibility. Team members should be trained in safety protocols relevant to their roles, and regular safety inspections of equipment and updates should be conducted to mitigate risks. Encouraging a proactive approach to safety, such as reporting incidents promptly and addressing safety concerns openly, addresses a safer work environment for everyone. If you spot hazards do not hesitate to highlight them but do so in a manner that does not compromise safety like shouting while a machine is running or throwing equipment to get attention. Make noise or unplug equipment to get safe attention.

In the event of incidents or issues that arise despite preventive measures, it is crucial to have a robust reporting system in place. Service operations assistant managers play a vital role in addressing and resolving such incidents promptly. Caretakers should be encouraged to report any safety concerns, conflicts, or challenges they encounter to the relevant managers for timely intervention and resolution.

In cases where unresolved issues persist or escalate, reaching out to the union can provide additional support and resources. The union can advocate for fair treatment, address grievances, and work collaboratively with management to find amicable solutions. Open communication between management, employees, and union representatives is key to resolving conflicts and ensuring a positive work environment for all.

The strength of our team lies in our ability to communicate effectively, divide work fairly, prioritize safety, and address challenges proactively. By embracing these principles, teams can achieve remarkable results while fostering a culture of collaboration, respect, and productivity.

Have a safe productive summer!

In solidarity, Edward Parsotam

COMMITTEE CORNER

CUPE Metro District Council

At the last Metro Meeting CUPE 728's Laura Hagar-Gaube was elected for a second term as the Recording Secretary. Congrats Laura! We discussed the upcoming October provincial election (**DON'T FORGET TO REGISTER TO VOTE**) and had speakers from the Project for Strong BC.

Violence In the Workplace Working Group

This is a committee that I am on with various groups at the school district (ex. STA, VPs, Admin, HR). Unfortunately, May was the second month in a row that it was canceled. I have asked HR twice to reschedule this ASAP so that we can continue to support our members and schools with their incident report and concerns in the schools.

Health & Safety

The Committee met for the monthly H&S meeting with HR/STA on May 13 and discussed AEDs (which unfortunately are on backorder), Communicable Disease, Inspection Reports and they had a COR Update. Recently, a few schools have had

concerns with Lice. While being affected by lice is frustrating, it is not covered under WCB. SD36 will be putting a memo out with more information very soon.

In this Chronicle (and on the H&S page of the union website) you will find a coloring sheet that your children/family/students you work with can colour. With sunny weather upon us, have the discussion about sun safety. Have the younger ones (12 and under) color the page. Scan or send a screenshot into healthsafety@cupe728.ca with the deadline of June 30. The committee will randomly pick three winners in July and have prizes! Make sure you send your Employee number and the name/age of the artist.

What Does It Mean to 'Call The Question'

Have you heard a member say 'I call the Question' during a meeting? Calling the Question means to end the current discussion (also called the *debate*) immediately (which is usually a discussion on a motion) and a vote to stopping the debate will then happen. A second member will need to say 'I second' when the question has been called. This doesn't mean they technically agree that the discussion should stop, they agree that a democratic vote should happen to decide if the discussion should continue or end. You will then vote Yes to stop the debate or No to continue the debate.



June 21

National Indigenous History Month

Learn more about National Indigenous History Month and how you can participate.

June is National Indigenous History Month in Canada, an opportunity to learn about the unique cultures, traditions and experiences of First Nations, Inuit and Métis. It's a time to honour the stories, achievements, and resilience of Indigenous Peoples, who have lived on this land since time immemorial and whose presence continues to impact the evolving Canada.

The House of Commons designated June as National Aboriginal History Month in 2009. The name was changed to National Indigenous History Month in 2017.

For More information on event please to go the Website on the National Indigenous Day

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

