

CHRONICLE

CUPE LOCAL 728

Volume 51 – Issue 8
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Oct 2024
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GENERAL MEMBERSHIP MEETING Oct 16th, 2024

The Oct 16th General Membership meeting is a HYBRID meeting at 6:00 p.m. You can attend in-person at the union office 209-6678 152 St., 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/join/zoom/register/tZAtf--hqTksHdfOYJa2Cc1HtCsojG3gfA57>

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

Stewards will only respond to emails directed to their Union email (@cupe728.ca) and phone calls to their union phone during non-working hours.

Emails sent to the employer email WILL NOT BE ANSWERED

AGENDA

All Motions must be submitted in writing

1. Elect Standing Committees:
 - Elect two (2) members to the Young Workers Committee
 - Elect one (1) member to the Pension Committee
2. Elect one (1) Trustee to finish out term 2022 – 2025.
3. Elect two (2) members to the Sick Bank & Benefit Fund Committee for the two (2) terms Oct/24 – Oct/27.
4. **Notice of Motion:** For up to \$10,000 for Indigenous art for the office

CONGRATULATIONS TO THE SCHOLARSHIP WINNERS

Sukhman Kambo - \$2,000
Thomas G. Ellis Memorial

Mackenzie Fisher - \$1,000
CUPE Local 728

Ria Pabla - \$1,000
Student who identifies as Indigenous

Zachary Ferreira - \$500
CUPE Local 728

Maryanne Xu - \$500
CUPE Local 728



ELECTION



ADVANCED VOTING: Oct 10 - 13 and Oct 15 - 16
FINAL VOTE DATE: October 19, 2024

PRESIDENT

Month one of the new school year is done. Hope everyone is into the new routine and that the start-up was smooth. The first and last month of school are usually the toughest for in-school staff. 1701s, new students, new schedules, and exhaustion hit on us all. Please know we cannot be successful without everyone's work.

We have so many things coming up. CUPE National Sectoral Conference in Winnipeg which I am so excited to attend and then we have BC Federation of Labour in November. These are 2 very important events where we have the opportunity to learn, share, and vote for many things that affect us and other Union members. Thank you all for the opportunity to attend.

The contracting out campaign is on hold at this time due to the elections and we are hoping to get things moving again after October 19th.

Bargaining in K-12 will be starting up after the elections, I am hoping we have a labour-friendly government when we hit the bargaining table. Lots of things we need to address. Thank you all for the bargaining ideas. It helps us both locally and provincially. Keep the ideas coming in, it is very important to help us move forward.

Early voting is open soon and election day is on the 19th of October. Please go out and vote! It is our opportunity to have a say in how our government runs and how it supports us. Please check with Elections BC or follow CUPE 728 for updates.

Thank you for all you do

In solidarity, Tammy Murphy

1st VICE PRESIDENT

September has been a busy month, we filed a few new grievances, which we have already presented to the employer. We had an arbitration last week and managed to get some money for our member. We will be presenting Step 3 grievances on October 15, 2024. We have grievances going to arbitration in 2025, which will be managed by legal. The union currently has 43 active grievances

I have many emails this month from members from their district emails. I am committed to responding to you as quickly as I can, but your district emails belong to the employer, we do not do any Union business on our district emails. Please remember to send emails from your email. I would also ask that unless it is an emergency, please do not call your shop stewards during the day. They are working, and we are not to do union business during work time.

We are all employees of the Surrey School District and with that comes a responsibility to our jobs, if you have an emergency please call the union office.

In solidarity, Theresa Pidcock

SECRETARY-TREASURER

PEBT's 2023 JEIS report highlights:

- Your 2023 JEIS referrals were very timely (9-day average), helping to ensure that support was offered to your people as soon as possible.
- While the 2023 percentage of your eligible members/employees referred to JEIS (23%) was higher than the PEBT average (18%), your return-to-work percentage (64%) was aligned with the PEBT average (66%).
- In our surveys, the percentage of your members/employee who felt well supported by their school district or union regarding their absence (88%) well exceeded the PEBT average (81%).
- In our surveys, there were many positive comments about the absence support received from the school district and union including that you provided prompt responses and clear information. However, some (11) of your members/employees expressed a desire for more information, particularly at the start of the absence, including about sick pay, medical notes as well as return-to-work availability (e.g. gradual) and how much return-to-work advance notice is required. A couple of your people suggested that you consider creating a self-help absence guide.

Regarding COD (Change of Definition) data, LTD (Long Term Disability) claims starting in 2021:

- 15% are still open
- 70% closed before COD (e.g. RTW)
- 10% closed at COD
- 1% closed after COD
- This mirrors the data for the rest of the PEBT and shows that few (10%) members are declined at COD

Month	New JEIS referrals	Return To Work	JEIS Suspensions	Transition to LTD
Jan	72	62	22	22
Feb	79	51	6	21
Mar	67	45	4	21
Apr	107	57	2	16
May	75	50	2	18
Jun	69	62	13	11
Jul	15	0	4	10
Aug	21	15	3	5
Sep				
Oct				
Nov				
Dec				
Totals				

General Information

I am happy to say we have mostly settled into the new office. The dust is still settling, and the tweaks are minor now. Thank you for your patience in this transition.

I was fortunate that my surgeon was able to accommodate my request to schedule my surgery and recovery for July and August being a slower time for the union with a reduced number of working members. A huge shout out to George Hardy, our 2nd VP that came in part-time to tackle some of our JEIS and bookkeeping plus our MoveUp Office Administrator Laura and our President, Tammy Murphy that also picked up some slack in my absence. As much as I was available by telephone to assist, it would have been a grave loss had these wonderful people not agreed to put themselves out and help out. Thank you!

I had the opportunity to be on the receiving end of the JEIS process with Desjardins and must say, they were wonderful in many ways and so was health services. I did find the paperwork tedious as many have mentioned, and I just want you to know we are and have been working to streamline things for members with all parties. Stay tuned for updates.

I am gathering information and preparing the new numbers for the unions 2025 budget which I will present to the Executive board at the end of October so I can include their input, suggestions, and revisions so we remain united in our operations.

I returned to work September 9 and there is/was lots to catch up on. The financial reports will be available for October's meeting and be posted online prior to the meeting if you want to review them ahead of time.

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

Welcome to the fall, please be safe.

In solidarity, Cory Hyslop

COMMUNICATIONS OFFICER

Ever wonder why it's important to get information from the official CUPE728 website or social media?

The 8:00 p.m. meetings were voted on by the membership to be on-line only. Unfortunately, it was shared on a non-union site that the meeting was in-person. This caused an unexpected increased workload for our front office staff and executive members, caused an unexpected financial cost to the local and unfortunately the union office was not set up for this style of meeting. Unfortunately, some of our members followed the incorrect information and left their worksite to attend the meeting. While we have language in our CA on attending union meetings in person (5.20), we do not have specific language in our CA about leaving the workplace when the meeting is on-

line only. Our local has worked hard over the years to ensure that our members have the most accurate and updated information as soon as possible. By not getting the information directly from CUPE728, this could put you in a precarious position. Please be sure you look at the CUPE728 FB, Twitter, Insta or website for the most accurate information.

Respectively submitted, Marcey



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CLERICAL

Hello all!!

A big thank you to all for getting through start up!! Whether you are a 12-month or 10-month employee it doesn't matter, we all got it done together, so cheers to you all!!

We started out the year a bit short for clerical, but there are new hires getting trained as we speak. Please continue to keep me updated on your coverage. If I don't know there are problems, I can't bring them up. So be sure to keep the information coming! Reminder to always email from a personal email to ssclerical@cupe728.ca.

I am so grateful to be elected to CUPE National Sectoral and the BC Federation of Labour where I am sure I will learn a lot of information that I will bring back to you, the membership. I have the advantage of sitting on the executive, where I can share about clerical but also learn about issues in all departments. I share this information, because not everyone has the opportunity to attend. I love to share what I learn and take tons of notes. If you want to hear more, please let me know and I can share my notes with you!

We appreciate all of you that have sent in bargaining suggestions!! Keep them coming! Remember to make good choices in the upcoming election!! Your voice makes a difference!!

Always take care of yourselves and each other.

In solidarity, Shannon Levinsky



INCLUSIVE EDUCATION SUPPORT WORKERS (IESW) SECONDARY/SPAREBOARD

We made it through the 1st Month of the School Year. For many this has already been a very challenging start to the year. As you are aware our district is ever growing with students, we are all taking on extra workload, feeling the pain of our students & their families who are no longer receiving the desperately needed Bus Service they require. Some high schools have now transitioned to 5 classes a day. These are just a few of the hurdles we are all dealing with. It is important to take time to check on your co-workers, take that needed time to decompress at the end of the day. It is important that we take care of our Mental Health, not only for our own well being but for our families, co-workers & students that we work with.

We are having a very important Unit Meeting on October 17 at 4:00 p.m. to discuss the WorkBoard. Any questions you may have please submit them no later than end of day October 10 to my e-mail ssseasecondary@cupe728.ca. Make sure in the subject line you put "WorkBoard". Keep an eye out on your personal e-mail, union website & Facebook page for updated information.

Wishing everyone a Happy Thanksgiving 🦃 & and Very Spooktacular Halloween 🎃

Please remember to be safe & enjoy. I can't wait to see everyone's Costumes 🎃

In solidarity, Amanda Williams

IESW ELEMENTARY

Goodbye summer, hello fall.

I hope September's start up went smoothly for all our members, and everyone is settling into a familiar routine.

I'd like to remind our member's to please forward your incident reports to the union office at office@cupe728.ca. If they aren't sent in, we aren't aware you've filled one out.

We will be holding a quick meeting October 17th, 2024, from 4:00 p.m. – 5:00 p.m. online zoom for the work board. Please register in advance. If you have questions, please email them to Amanda at ssseasecondary@cupe728.ca.

In solidarity, Cassie Deezar



CARETAKERS

Collective agreement highlights

3.10 The management and the operation of and the direction of the working force is vested exclusively in the Board, provided however, that this will not be used for the purpose of discrimination against employees, and provided that it is not against or contrary to the articles of this agreement.

3.20 The Board shall have the right to select and promote its employees and to discipline or discharge them for just cause, provided that employees shall retain the right of appeal under the grievance procedure contained in this agreement.

3.30 Subject to the provisions of this agreement, the Board shall have the right to determine the size of the work force.

I've had several conversations about concerns regarding fairness and equitable treatment in how people are directed at work. Keep in mind that managers have the right to manage. If you've asked for advice, and it seems like they're suggesting you move to a different location, remember that you requested their input or opinion. However, if a manager directly tells you that your best option is to "post out," please contact your shop steward for further investigation.

In solidarity, Edward Parsotam

MAINTENANCE TRADES

Hey everybody, short and sweet.

Was a busy month with the executive coming back together as well as all the committees firing back up. Had interesting training with JJEC and bargaining prep is starting to ramp up. Hit me up with any suggestions/ideas you have for the next CBA or better yet, shoot an email to the union office so we can better see where the members are at. Be safe.

In solidarity, Blair Hofer

STUDENT SUPPORT

Hi Everyone,

I hope your first month of classes went well, and that you are settling into a good routine. I've had a busy month with calls and emails. Lots of questions about picking up extra days, call outs, phone usage and changing one of two schools. Please remember when reaching out to me to use my union phone number or email, not the school district email, or Facebook. I will be having a CYCW Unit meeting on October 24, 2024, at 4:00 p.m. online zoom.

Register in advance for this meeting:

<https://us02web.zoom.us/join/register/tZAvdO6grTksGtCZIADcE5vJLskHsF43gbi>

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

In solidarity, Nora Hooper

COMMITTEE CORNER

Health & Safety Sub-Committee

The Occupational Health and Safety Committee would like to invite you to a Zoom information session on October 26, at 10:00 a.m. The link will be available on our website and social media pages. This is your opportunity to hear about some important topics, and how they affect you, as well as to ask all your questions of the committee. We also invite you to send in questions ahead of time to healthsafety@cupe728.ca we will accept questions up to October 13th, so we have time to prepare for the meeting.

We would also like to remind you to fill out incident reports in all cases of injury, violence or near misses. These are done during work time, and your supervisor cannot tell you not to file a report. If you are injured, you will also need to file a WCB claim directly with WorkSafe. Stay safe!

Nora Hooper - Chair, OH and S Subcommittee

District Health & Safety

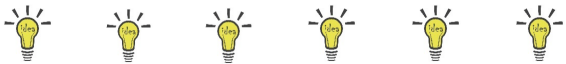
At the last Joint District Health & safety committee we discussed the safety concerns about using your own cleaning products at your worksite. Please only use the district approved products that are found in your schools. Bringing outside cleaning products can become hazardous when they come in contact with other products.

At the June meeting, it was mutually agreed that the Violence in the Workplace Committee would be continuing. This was the committee that helped launch the new safety plans and created education to our members around violence in the workplace. However, at the September meeting, the Employer made the decision to not go forward with this committee. There was no prior knowledge of this. We expressed our sheer disappointment and have asked the Employer to reconsider.

Submitted by, Marcey Campbell

BARGAINING IDEAS

Please continue to send any bargaining suggestions to office@cupe728.ca.



HEALTH & SAFETY INFORMATION SESSION

Please join us for an information session on Oct 26, 2024 at 10:00 a.m. Please send any questions you have to healthsafety@cupe728.ca by Oct 13, 2024.

Register in advance for this meeting:

<https://us02web.zoom.us/meeting/register/tZcqd-ygqTojH9Rf47eED2heiQFOOQdYqg3C>

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

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.

Kevin 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.



IESW UNIT MEETING - WORKBOARD

Please join us on Oct 17, 2024, at 4:00 p.m. for an IESW workboard unit meeting. Please send any questions you have to ssesecondary@cupe728.ca prior to the meeting so we can be prepared. Send all questions by Oct 10, 2024.

Register in advance for this meeting:

<https://us02web.zoom.us/meeting/register/tZYvdOCupj4rHtcTtJ0Oc9mhTKvESBinKVIS>

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

HOW TO FILE AN INCIDENT REPORT

1. REPORT TO SUPERVISOR/FIRST AID
2. GO TO <https://staff.surreyschools.ca/> AND SIGN IN
3. GO TO MY EFORMS THEN HEALTH AND SAFETY FOLLOWED BY WORKERS REPORT.
4. FILL OUT FORM TO THE BEST OF YOUR ABILITY.
 - a. Please go into as much detail as possible
 - b. Do not use student full names just use Initials
5. Submit the form
6. When you get your copy of the form which will be emailed to you right away, please forward a copy of it to the union at president@cupe728.ca This is important to do so that the union can be involved
7. IF YOU ARE INJURED AND NEED MEDICAL ATTENTION PLEASE CALL WORKSAFE BC at 1888-967-5377 as well because this will open up a claim for you.
8. The employer should be providing the space, equipment, and most important paid time to complete these reports.

Things to report: Injury to yourself, violent incident by others, bullying and harassment, near misses (accidents that almost happened)



CUPE LOCAL 728

ADULT HOLIDAY PARTY

DECEMBER 14, 2024

Reflections Banquet and Convention center
6638 152A street
Surrey, BC

DOORS OPEN AT 5:00 P.M.
BRING YOUR STAFF I.D. TO GET IN

TICKETS: GO ON SALE OCTOBER 21, 2024

100 FREE TICKETS AVAILABLE: One (1) FREE TICKET TO MEMBERS WHO
ATTENDED SIX (6) GENERAL MEMBERSHIP MEETINGS FROM OCT/23 TO OCT/24

MEMBERS – \$30.00

GUESTS - \$50.00

Please bring a donation for the Surrey Food Bank

Buffet Dinner	Draw Prizes	Wine Board	
DJ Music	Door Prizes	50/50 Draw	Cash Bar

TO PURCHASE TICKETS PLEASE GO TO THE UNION OFFICE:

Union office: #209 – 6678 152 ST., Surrey

****CASH ONLY EXACT CHANGE****

350 TICKETS WILL BE AVAILABLE UNTIL NOVEMBER 29 2024, 4:00 pm OR UNTIL SOLD OUT