

# CHRONICLE

## CUPE LOCAL 728

Volume 51 – Issue 9  
#209 – 6678 152 St., Surrey V3S 7J2  
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Nov 2024  
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### GENERAL MEMBERSHIP MEETING Nov 20<sup>th</sup>, 2024

The Nov 20<sup>th</sup> General Membership meeting is at 8:00 p.m. You can attend **ONLINE ZOOM ONLY**

**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/tZlqc--qqz4uGtCMVyXdMy7Sp5xCW2\\_eowBN](https://us02web.zoom.us/join/zoom/register/tZlqc--qqz4uGtCMVyXdMy7Sp5xCW2_eowBN)

***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. Guest *Tuesday Andrich* – ‘Contracting Out Presentation
2. ***Notice of Motion:*** Donation for \$10,000 for the Surrey Pipes and Drums, Surrey Fire Fighters.
3. 2025 Budget Presentation and vote
4. ***Notice of Motion:*** Bylaw change  
**Section 17. Committees – 17.3 The Constitution and Bylaws Committee**  
**Current bylaw:**

17.3 The Constitution and By-Laws Committee shall consist of not less than three (3) members, and not more than eight (8) members elected from the general membership. A quorum shall be fifty percent plus one (50% + 1) of the elected committee. Their duties shall be to review and recommend amendments to the Constitution and By-Laws to the Executive board. All reports and proposals of this Committee shall be made available to the members for information at the next regular general membership meeting, following presentation to the Executive. Also, the reports and proposals are to be published in the monthly Chronicle that precedes the meeting the reports and proposals are tabled at.

#### **Change to:**

17.3 The Constitution and By-Laws Committee shall consist of not less than ~~three (3)~~ **four (4)** members, and not more than ~~eight (8)~~ **ten (10)** members elected from the general membership. **Two seats will be equity seats. One will self-identify as Indigenous and one will self-identify as a Racialized Worker.** A quorum shall be fifty percent plus one (50% + 1) of the elected committee. Their duties shall be to review and recommend amendments to the Constitution and By-Laws to the Executive board. All reports and proposals of this Committee shall be made available to the members for information at the next regular general membership meeting, following presentation to the Executive. Also, the reports and proposals are to be published in the monthly Chronicle that precedes the meeting the reports and proposals are tabled at.

5. *Notice of Motion: Bylaw change*

**Section 9. Duties of Officers - 2<sup>nd</sup> Vice President Current**

**bylaw:**

It shall be the duty of the 2nd Vice President, in the absence of the President, and 1st Vice President, to preside and to perform all duties pertaining to the office of President, and to render such assistance as may be required; and in case of a vacancy in either the office of the President, or 1st Vice President, to act in either capacity until the Local elects another person to the vacancy. The 2nd Vice President shall be Chairperson of the Sick Bank Committee and Benefit Fund Committee. The 2nd Vice President shall hold a two-year term of office (on even year) 2nd Vice President:

**Change to:**

It shall be the duty of the 2nd Vice President, in the absence of the President, and 1st Vice President, to preside and to perform all duties pertaining to the office of President, and to render such assistance as may be required; and in case of a vacancy in either the office of the President, or 1st Vice President, to act in either capacity until the Local elects another person to the vacancy. **The 2nd Vice President will be responsible for all Duty to Accommodate and WCB meetings with the district.** The 2nd Vice President shall be Chairperson of the Sick Bank Committee and Benefit Fund Committee. The 2nd Vice President shall hold a two-year term of office (on even year)

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**PRESIDENT**

Hope everyone had a safe and fun Halloween and those who celebrated Diwali had fun. October and November are very busy at 728. We had Sectoral conference in Winnipeg, though the overall conference was disappointing because it was more political based, it was good to hear how some things were changing in other provinces and how things stayed the same. It was interesting how the change in governments affected the way the systems worked. I will be writing to Sectoral conference to discuss the concerns I had with the conference this year. I have had lots of meetings this month, K-12 meetings, bargaining prep, Bylaws, budget, JJEC, member meetings and much more.

Our Secretary-Treasurer has worked hard to get the budget prepared for voting on Wednesday, November 20<sup>th</sup> at 8:00 p.m. (please remember this is an 8:00 p.m. meeting **online only**, as voted on by the membership.)

I started my K-12 bargaining prep at the beginning of November and we are starting to do education with our own local. Also, be prepared, as you may hear from our mobilizing team as they work to obtain personal emails for those we do not have. Your personal email address is very important for us to have, especially with bargaining coming up.

A reminder that not only are we honouring the veterans here and passed who fought for our rights on November 11<sup>th</sup>, lest not forget the National Aboriginal Veterans Day on November 8<sup>th</sup> as well. I was able to attend the Remembrance Day ceremony

in Cloverdale on November 11, 204 to lay the wreath on behalf of CUPE 728.

Please watch our CUPE 728 pages for the upcoming Unit Meetings. Don't see one for your group, please contact your shop steward and maybe we can set something up.

In solidarity, Tammy Murphy

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

The last 2 months have flown by, in May 2024, we had a step 2 meeting with the employer, we presented all outstanding step 2 grievances, which were all denied. The executive has voted to go to step 3 and we will be preparing for that meeting to be held in the near future. *Current grievances: 44*

We presented 5 steps 3 grievances On October 15, 2024. We are waiting for the employer's response and there are two deals on the table, which will be decided by the executive this month. We have one new grievance just filed for a member and will meet with the employer in the next few weeks to present. We have 10 grievances that are going to arbitration. With all step 2 grievances presented except 1, The Union is preparing for step 3 meetings with the employer. I will update the membership at the next general meeting.

As you know we have bargaining coming up, when we bargain, we do not always get the opportunity to work on grievances, and we will have to put them on hold until we are done. We have not started yet, so I am committed to ensuring the focus is on the grievances until such time.

In solidarity, Theresa Pidcock

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**2<sup>ND</sup> VICE PRESIDENT**

Hi everyone,

I thought I'd take some time and explain why everyone should always fill out an incident report. Most members never see the other side of where your incident report goes and what happens to it. Your incident report is used in several ways these include statistics through the WorkSafe Monthly Employer Reports. That monthly report breaks down all those reports into incident types, time lost claims, return to work and costs associated with those claims. Additionally, that report also compares the District against other comparable Districts and gives total cost to the District.

The WorkSafe Monthly Employer Report is not the only place your incident report ends up, your Union also gets the Monthly CUPE incident Report, the report lists every incident that has occurred. That report is broken down by member, and what type of incident occurred. Your Union uses that report to review any incident that was reported as violent.

Again, both of these reports are used by your Union to present that information back to the District to support the Union's position around violence in the workplace.

At the District Health and Safety Committee two schools' incident reports are chosen at random each meeting for review.

During that review each incident from those sites are reviewed in detail to ensure that they are completed within the required timelines and have been completed by the correct worker representative (CUPE). Also, that corrective action noted within the completed incident report has been implemented.

Those are just a few of the ways your incident report is used. While most members think that once your report has been submitted that's it, that's just not that case your Union is always looking.

Thank you, Members, please fill out your Incident Reports.

In solidarity, George Hardy

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## SECRETARY TREASURER

### Secretary Treasurer Financial Information:

We will be presenting and voting on the executive recommended 2025 budget at the November 20, 2024, 8:00 p.m. meeting.

### Sick bank and benefit fund:

The 2 pay periods in October used 5,257.01 hours of our union sick bank.

All prior expense reimbursement claims must be into the office to the Treasurer no later than November 30, 2024, as we prepare to close our fiscal year December 31, 2024.

### Secretary Treasurer JEIS and Benefit information:

Benefits are very important to our health and wellbeing, and we pay only a small portion of our net wages to have them in place. Please always say yes to prevent late applications, denial of benefits by our providers and/or a change in partners coverage leaving you unprotected or uninsured. An estimated monthly cost of full benefits for a single person it is less than \$21.00 per month

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	83	38	1	6
Oct				
Nov				
Dec				
<b>Totals</b>				

### **SD36 summary of benefits:**

<https://www.pebt.ca/school-district/school-district-36/>

### **SD36 benefits frequently asked questions:**

<https://www.pebt.ca/frequently-asked-questions/benefits-faqs/>

### **CUPE728 Bylaws including sick bank and benefit fund:**

<https://cupe728.ca/wp-content/uploads/sites/168/2024/07/2024-L728-Bylaws-April-26-2024-Official.pdf>

In Solidarity, Cory Hyslop

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## MAINTENANCE NON-TRADES

Many of you have been speaking to me about many positions being unfilled in Grounds as well as new positions being introduced that we may not be offered training in. Some hiring practices (skipping candidates), contracting out (grounds) and

relocating workers to other jobs categories have all been brought up in short order.

Being an IMS worker, I hear from many of my immediate colleagues about the lack of Job Descriptions and unfilled positions. I also have heard a lot about Senior Positions that have not been filled and appear to not to be considered anymore as relevant or fillable. In any department unfilled positions is a problem.

We are adding new classrooms (have a look at the Dec-Rec parking lot with 10-15 modular classes waiting to be deployed). This requires, maintenance, support workers, tech, lighting, Wi-Fi, cleaning, students driven to them etc. etc. This is not the time to leave positions unfilled. This is a time to maintain pace with our growing school community.

The quickest way to contact me and make progress in your concern is to write an email to [ssmaintnontrades@cupe728.ca](mailto:ssmaintnontrades@cupe728.ca) with all the pertinent information:

- Time of event
- Employee number
- A description of the event
- Why you think it is an issue.

If any of these are not complete, I will have to come back for more answers slowing the process. More is better. Point form is best. Sometimes an issue needs to be dealt with more quickly. You can call any shop steward in an emergency.

In solidarity, Liam Hawthorne

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## MAINTENANCE TRADES

Alrighty folks, time for some November reminders. The dark days of winter are upon us so please do a check around of your district vehicles looking for little kiddos when you are leaving a site, especially if you have parked somewhere on the grounds and not in an actual parking space. It's holiday party time soon as well so make sure that if you partake in some festivities that you make arrangements to get home safe. With that in mind, if you've overindulged, maybe make plans that also include not coming into work the next day for the safety of all on the roads and in our schools. There are a few busy months ahead, bargaining prep, budgets, bylaws and grievances are all coming

up. There was an important email sent out regarding a grievance involving the employer asking for doctor's notes/special form to filled after missing 6 days. Forward the request email to [president@cupe728.ca](mailto:president@cupe728.ca), and make sure your doctor fills out the form with basic, vague information, nothing leading to your diagnosis. Reminder district staff are not doctor's, let's leave it to the professionals please. As always be safe and let us see some poppies in remembrance of those who gave their lives in service for our country.

In solidarity, Blair Hofer

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## SCHOOL & COMMUNITY SUPPORT

Hello everyone,

I would like to check in on all the groups within the School and Community Support Department of our local. I am going to start by hosting a unit meeting for our School Meal Aides on Zoom. This meeting will take place on November 19 at 4:00 p.m. Please pre-register for this meeting through the following Zoom link: <https://us02web.zoom.us/j/8441111111>

Please make sure the local has your personal email address not the one issued to you by the district. If you have any questions or concerns you want me to answer or address at this meeting please contact me through email at [ssattendants@cupe728.ca](mailto:ssattendants@cupe728.ca).

I would also like to thank the local for sending me to a great week of training on Mental Health put on by CUPE BC. We talked about how to help a person in distress and encourage them to get proper professional support. We also learned about how to look for psychological triggers in our workplace to support everyone. We also reviewed how important self-care is for everyone.

Let's all take care of everyone and ourselves.

In solidarity, Allan Henricks

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## CARETAKERS

Namaste,

Caretakers, we juggle multiple roles, handle demanding school usage schedules, and collaborate with a variety of staff members to ensure the smooth operation of our schools and facilities. Building strong communication skills not only helps us work more effectively but also creates an environment of mutual respect and trust.

To communicate effectively, clarity is key. When discussing tasks or sharing information, it's important to be clear and concise. Aim to express yourself respectfully, ensuring that your tone is calm and cooperative. Listening is equally important; make sure you're fully present when coworkers or supervisors speak to you, showing that you value their input. This back-and-forth builds a strong foundation of trust, paving the way for better teamwork.

Compromise is also crucial, especially when conflicts arise. Disagreements are natural, but they don't have to disrupt the workflow. Instead of focusing on who's right, shift your focus to finding a solution that works for everyone. Start by understanding the other person's perspective, this shows respect and demonstrates your willingness to work together. A great strategy is to suggest possible compromises, such as splitting tasks or alternating responsibilities, to create a fair outcome.

If issues remain unresolved, remember that you have support. Reporting incidents to supervisors or service operations managers is encouraged when needed, and don't hesitate to reach out to your union if you need guidance or advocacy.

By using our communication skills and embracing compromise, we contribute to a positive workplace where everyone can be happy. Let's continue to support each other, resolve conflicts thoughtfully, and maintain the standards we uphold as caretakers every day.

Please join us for our Hybrid - Caretaker Unit Meeting November 16th, 2024. You can attend in-person at the union office or online zoom. Please pre-register through Zoom link: <https://us02web.zoom.us/j/8441111111>

In solidarity, Edward Parsotam



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## COMMUNICATIONS OFFICER

Wow, October was busy! We had just over 33,000 interactions on our FB page! It's so wonderful to have you all follow us and reach out to us through our socials. I hope you all enjoyed the October member meeting presentation.

I was successful in implementing some new tricks I learned at the Communications Conference earlier this year. Currently, I am completing my Occupational Health & Safety Program at BCIT. I will be changing the focus of our WCB Wednesdays and be providing more in-depth information. My plan is to incorporate that onto our website in hopes that we will have numerous WCB resources for our members.

Don't forget to check our H&S Committee page for the latest H&S Committee Meeting presentation. I was able to make it into a video and printable slides.

Respectively submitted, Marcey



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## COMMITTEE CORNER

### Political Action

Wow! What a tight election. Thank you to everyone that took the time to get out and vote. This election truly shows that every vote does, in fact, count. This year saw early voting starting in September. Thank you to our members that shared their voting photos with us. At the time of writing this article, the NDP had 47 seats, Conservatives had 44 seats and the Greens had 2 seats. The committee will be watching to see how the House will be set up and will check in with our membership.

~ Committee

### Violence in the Workplace

Violence In the Workplace – Working Group – as you may have read in our October Chronicle, this joint committee with the District and STA was halted in September and no notice was given to 728 or the STA. Even though in June, the committee as a whole agreed to continue to work. 728 is continuing to resume this committee ASAP and will ensure our members are updated.

~ Marcey Campbell

### Wellness Working Group

Unfortunately, the September meeting was cancelled last minute. I was able to meet with the committee on Oct 30. I spoke on difficulties our members are having to access the Telus services without having to log into the district website. I will be working hard at trying to figure out how to get that information shared easily to our members. As a reminder, the counselling sessions through EAP are for emergent situations. For long term care, your benefits can be utilized. The next meeting should be in January.

~ Marcey Campbell

### Human Rights & Equity

Check out Articles on Islamic Heritage month and Woman's History Month on the Human rights and Equity page at [www.cupe728.ca](http://www.cupe728.ca).

### District Health & Safety

The committee met with the various district groups on Oct 21 and brought our concerns forward around the safety issue of our members being directed to use their personal phones. After much discussion, it was determined that 728 members are recommended to use the school's walkie talkies instead (as well each site is required to have a computer for CUPE members to use). We also reviewed a small amount of incident reports, the new ISWIs (safety plans) and reviewed the WCB Employer Report.

~ George Hardy, Marcey Campbell, Amanda Williams



### **BARGAINING PROPOSALS**

If you have any bargaining suggestions, please email them to the office [office@cupe728.ca](mailto:office@cupe728.ca).



National Aboriginal Veterans Day acknowledges the significant contributions of Indigenous peoples, including First Nations, Inuit, and Métis, in the defense of Canada. This special day is designated to honour the courage, commitment, and sacrifices made by these brave men and women who stepped forward to serve their nation in times of need. Recognized annually, this Observance sheds light on the historical and ongoing role played by Indigenous veterans, paying tribute to their resilience, determination, and dedication to Canada.



**Lest We Forget.**

*In Flanders fields the poppies blow  
Between the crosses, row on row,  
That mark our place; and in the sky  
The larks, still bravely singing, fly  
Scarce heard amid the guns below.*

*We are the Dead. Short days ago  
We lived, felt dawn, saw sunset glow,  
Loved, and were loved, and now we lie  
In Flanders fields.*



*Take up our quarrel with the foe:  
To you from failing hands we throw  
The torch; be yours to hold it high.  
If ye break faith with us who die  
We shall not sleep, though poppies grow  
In Flanders fields.*

— John McCrae (May 3, 1915)

### **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.

Breean R. – get well      Betty F. – get well  
Hakima L. - retirement

*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 Local 728**

## **CHILDREN'S HOLIDAY PARTY**

**PANORAMA RIDGE SECONDARY SCHOOL  
13220 – 64 Ave, Surrey**

**December 7, 2024**

**Doors open at 10:30 am – 1:30 pm**

**DONATIONS FOR THE SURREY FOOD BANK WILL BE COLLECTED AT THE DOOR**

12 years old and under only  
Children or Grandchildren of CUPE Local 728 members only

**Muffins, fruit, juice will be served**

**Do you have any food allergies?      YES       NO**

**If so please let us know what they are:**

**First & last name of Member:**

**Number of Adults**

**Phone #**

**First, Last name, age and gender of Children:**

**First and last name of child:      Age      Gender:**

**First and last name of child:      Age      Gender:**

**First and last name of child:      Age      Gender:**

**First and last name of child:      Age      Gender:**

**Pre-register by November 29, 2024. Bring in the registration form (the whole page) in person to #209 – 6678 152 St., Surrey, B.C., V3S 7J2 or fax it to the Union office at 604-576-2871 or email it to [office@cupc728.ca](mailto:office@cupc728.ca).**

**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 SCHOOL 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  
***Please contact your shop steward to see if you qualify***

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**

**UNION OFFICE WILL STAY OPEN UNTIL 4:45 P.M. ON THE FOLLOWING  
DATES TO SELL TICKETS: Nov 4 – 7 and Nov 12 – 15.**