

# CHRONICLE

## CUPE LOCAL 728

Volume 51 – Issue 10  
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December 2024  
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### GENERAL MEMBERSHIP MEETING Dec 18<sup>th</sup>, 2024 - HYBRID

The Dec 18<sup>th</sup> General Membership meeting is at 6:00 p.m. You can attend *in-person* at the union office #207-6678 152 St., Surrey (Turn down 66 A Ave) 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/tZEpdCorj8vGtIFjtYFjD2eb4-ECH7aSGsb>

**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. 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.

#### 2. 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

Well, here it is! The year is coming to an end, and oh how busy it has been. BC FED, Holiday Parties, bargaining prep, and all the meetings, wow, I can't wait for the break!

BC FED this year was great, lots of resolutions were passed, and lots of other Unions were there. BCFED is great because it's not just CUPE, we got to connect with other unions and share stories and strategies in off time which is always great for all. I got to speak to resolution 2408, "adopt and expand understanding of contracting out and assist with co-ordination at bargaining tables" and handed out many of our contracting out postcards. I was excited that we had such a big scale to bring up our campaign. Many other attempts were made to speak, but the faster a resolution goes through, the more there is to discuss. Only a couple of good debates one of which our Secretary-Treasurer, Cory Hyslop, spoke to regarding the dues increase, which went through, though many of us did not support it. All and all a pretty awesome conference. Young workers really represented from all the locals and our Cassie Deezar shined.

We also had our Children's Holiday Party on the 7th. Lots of kids registered to enjoy the festivities, thanks Entertainment committee and all the volunteers for the great work! December 14<sup>th</sup> will be the Adult Holiday Party. Hopefully, you have purchased your ticket, if not reach out to the office there may still be some available.

Reminder there will be some STAT holiday's coming up. The district is closed December 25<sup>th</sup>, 26<sup>th</sup> and January 1<sup>st</sup>. For 10-month employees, these will be paid as STATS which will save up some of your holiday pay for Spring break.

The local has been doing lots of bargaining prep and we have had a few dates of prep provincially as well. I am happy to say

that I ran for K-12 VP and one. I am excited to have the opportunity to represent provincially as well as locally.

I hope everyone has the opportunity to have some time off during this holiday season, and I wish you all the best. Please remember that the holidays are not always a time of joy for some. Be patient with one another.



In solidarity, Tammy Murphy

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

November has flown by. We started our bargaining prep this month and have gone through the survey to be sent out to the membership. Grievances have been presented and a few have been settled. We filed new grievances and have meetings with employers to present in the upcoming weeks.

We laid a wreath at the citadel in Cloverdale on Remembrance Day to pay our respects to those who fought for our freedom.

I had the privilege of going to the BC FED convention in Vancouver, We had some amazing speakers join us at convention: Bea Bruske - President of CLC, Premier David Eby - Premier of BC, Fae Johnstone - Fae is a trans woman, small business owner, feminist, writer and 2SLGBTQ+ advocate, Len Pierre - Len is Coast Salish from Katzie (Kate-zee) First Nation. Len is an award-winning entrepreneur, professor, consultant, TEDx Speaker, social activist, change agent, & traditional knowledge sharer. He specializes in the development of educational programs and services with decolonization and reconciliation as its core values. Grand Chief Stewart Phillip and his wife Jeanne amazing activists and speakers, Grand Chief Stewart Phillips is President of the Union of BC Indian Chiefs (UBCIC) as well as Jagmeet Singh Leader of the NDP.

We also passed many resolutions, such as, protection to trans workers, compensation at 100% of workers net earnings, improvement to chronic pain, add occupations to psychological injury, more funding for students with diverse learning. Improvements to chronic pain, take action on the forest crisis and many more resolutions. I thank the local for allowing me to attend and be a part of making sure the resolutions were passed, to push our government and its leaders to do what's right for all Canadian's.

In solidarity, Theresa Pidcock

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

In last month's article I stressed how important it was to complete incident reports, and that those reports are reviewed and compiled. I have recently been working on updating the health and safety statistics for our CUPE members. Again, those stats are born out of the incident reports that are submitted to the District. Those stats confirm what was often suspected.

Currently,

- ISEW's experience 12.8 Violent Incidents per workday.
- From 2019 to 2024 ISEW workers account for 50% of all WorkSafe claims.
- Caretakers account for 11% of WorkSafe claims over that same period.
- All other CUPE classifications account for approximately 5% of claims.

While the statistics are by no means complete, CUPE disproportionately bears close to 65% of all WorkSafe claims over the past 5 years.

Thanks everyone. Please make sure you continue to complete those incident reports. It's very important.

In solidarity, George Hardy

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## SECRETARY TREASURER

### Secretary Treasurer Financial Information:

Thank you to all that showed up for November's general membership meeting, we successfully passed our budget for 2025 with only one amendment; to add \$5000 for book off for CUPE728 Anti Contracting Out committee.

All 2024 expense reimbursement claims must be into the office, to the Treasurer, no later than December 21, 2024, sorry, there can be no exceptions after we roll over to the 2025 budget.

### Secretary Treasurer JEIS and Benefit information:

Recently, the employer began demanding a District Medical Certificate, DMC, at 7 days absent/ill. We are aware and are doing our best to negotiate the timeline behind the scenes. We need to work now, grieve later so we suggest you comply with their request and then forward the email to the President at [president@cupe728.ca](mailto:president@cupe728.ca) and possibly file a grievance to assist us in this battle to extend the timeline.

However, this doesn't exclude or replace the Desjardins medical forms from our insurance provider. If you may be off work for a duration of time, the insurance provider may also be able to assist with appointments, referrals and possibly secondary conditions which may lead to an extended period away from work requiring income from Long Term Disability, LTD which is managed by Desjardins insurance. *Desjardins has their own set of documents* for you and your doctor to fill out, sign and submit, in addition to the employer DMC. Note:

These are not the employer forms; this is in addition to those forms.

Also, if you are away due to illness beyond 5 working days without pay from the employer, you may qualify for the unions sick bank pool of funds or the unions benefit fund depending on hours, position and hire date. This process also has its own *union sick bank medical form* for the approval process.

We understand how painstaking this is, we are working diligently to find resolutions.

### **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>

I hope that everyone has a chance to visit with family and friends through the festive holiday season sharing love and laughter.

In Solidarity, Cory Hyslop

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## MAINTENANCE TRADES

December already,

Lots of things are going on around here at the Union, bargaining prep is in full gear and the tallies of our asks are increasing. This is important as it shows where our priorities lie and gives the bargaining committee a different view from me just barking at them about what we are looking for. Keep it up.

HR is on our case about timelines in grievances yet still tend to take their time, so for those with outstanding grievances just know that we are doing our best to handle them and get them resolved.

As winter ramps up take extra care in getting to and from work as well as not taking undue risk whilst at work, either in the actual performance of duties or the act of getting to site.

Be safe, better to get there late than not at all.

In solidarity, Blair Hofer



## SCHOOL & COMMUNITY SUPPORT

First, I want to thank the membership for sending me to the BC Federation of Labour Convention at the end of November. It was an amazing week with a ton of amazing speakers. We debated and passed lots of important resolutions to improve the working conditions of all workers in British Columbia.

I would like to thank the School Meal Aides who came out on November 19<sup>th</sup> for a unit meeting where we discussed changes and concerns, they have in the department this year. I just want to remind the School Meal Aides to send me an email with all their concerns they I want me to bring up to management.

I just want to wish everyone a happy holiday season and to enjoy this time with friends and family.

In solidarity, Allan Henricks

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## CARETAKERS

Namaste,

We are well into the holiday season and we need to make sure that we are ready to put our bodies to work!

Please dress according to the weather as temperatures are dropping, and it will get colder as the night goes on. Please wear proper footwear as ice is starting to form around portables and parking lots. Please make sure that your areas around your garbage bins are well salted and lit with light.

A big thank you to all the caretakers that attended the unit meeting on November 16. There was a lot of information that was shared and info that I am looking into for answers. I will tentatively schedule a meeting for January 2025. We will be taking our next steps at the January meeting to progress on the topics that were spoken about.

Our next meeting General meeting is December 18<sup>th</sup>, 2024 at 6:00 p.m. Please join us at the Union office!

The holiday season can be a sensitive time for many. Not everyone celebrates in the same way, and some may not celebrate at all due to personal loss or other difficult circumstances. Please be kind, respectful, and mindful of those around you during this time. For Employee Family Assistance Program please visit [one.telushealth.com](http://one.telushealth.com).

For questions, please contact me at [sscaretakers@cupe728.ca](mailto:sscaretakers@cupe728.ca) Or 604-812-2611

In solidarity, Edward Parsotam

### THANK YOU NOTES

Marcia M. – get well      Suzanne B. – sympathy  
Tara B. – sympathy      Hakima L. - retirement  
Robin M. – sympathy

*If one of your co-workers is away from work because they have lost a loved one, please contact the union office.*



## COMMUNICATIONS OFFICER

I would like to congratulate Debra Merrier for her Community Service Award that she received at the Labour Appreciation Night. I was honored to be in attendance and would like to thank the membership. I have created a video of some of the pictures of the night and have posted it on our FB page and hope you all get the opportunity to watch it.

Thank you to the members who have asked to have a visual timer on our meetings. I have had fun making some. If you have any other suggestions on what you would like to see with our meeting presentations, please do let me know.

As a reminder, please reach out to anyone on the executive if you believe you have contractors at our schools doing our work. Even if you don't think contracting affects you, we are being told that Delta is contracting our EA work. Our work should stay with us!

Respectively submitted, Marcey



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## CLERICAL

Hello all!

It's hard to believe that it is already December, and we are a few short weeks away from Christmas and some well-deserved holidays!

We had a meeting with HR a few weeks ago and you may have noticed that we are back using the clerical support fund daily until it runs out (as of November 25<sup>th</sup>). So, remember, that we only have a \$126,000 for the year (which started in October) and when it runs out, we go back to following the B-Memo. Hopefully this will ease some pressure from the busy months we have just had and get the spareboard out working!

Thank you to the membership for electing me to attend the BC Federation of Labour Convention. There were many resolutions passed. As a highlight our President, Tammy Murphy spoke on contracting out. This is a huge problem in our district and provincially as well. Please be sure to let us know at [office@cupe728.ca](mailto:office@cupe728.ca) if you see contractors in the school so we can keep track. Contractors do not need a criminal record check. We want to keep our schools safe.

Wishing you all an amazing holiday season! Merry Christmas and Happy New Year! Remember to be kind to yourself and each other.

In solidarity, Shannon Levinsky



**HAPPY  
HOLIDAYS  
& HAPPY  
NEW YEAR!**



## EXECUTIVE AT LARGE ONE

I would like to take this time to give thanks (Meegwetch) for electing me to attend the BC Fed Convention at the Convention Centre. There were about 800 members attending the convention and it was very exciting, challenging, and there were lots of decisions and debates. It started opening with an Elder, Alec Dan, from the Musqueam People Nation. There were indigenous, racial equity & justice accessibility workers, and 2SLGBTQI+ worker caucus happening every day. They passed all 14 constitution and structure. There were an estimated 39 resolutions. There were lots of great speakers such as, Len Pierre, Grand Chief Phillip with his wife Joan who are an amazing couple and had lots to share, David Eby Premier, Jagmeet Singh NDP, Bea Bruske CLC, Fae Johnstone Organizer. Thank you to everyone and to 728 for sending me. It was long days but so amazing, exciting, and I enjoyed meeting new members and friends too.

In solidarity, Debra Merrier

## COMMITTEE CORNER

### District Health & Safety

At the last meeting, CUPE728 shared a letter with 13 points in it indicating our concerns with stopping the Violence In the Workplace Working Group. CUPE728 has been a part of this committee since it has started and made a commitment in June to continue the work of that committee. Unfortunately, over the summer the employer changed their mind and stopped the committee without any consultation with CUPE728 or the STA.

We are awaiting the response to our letter.

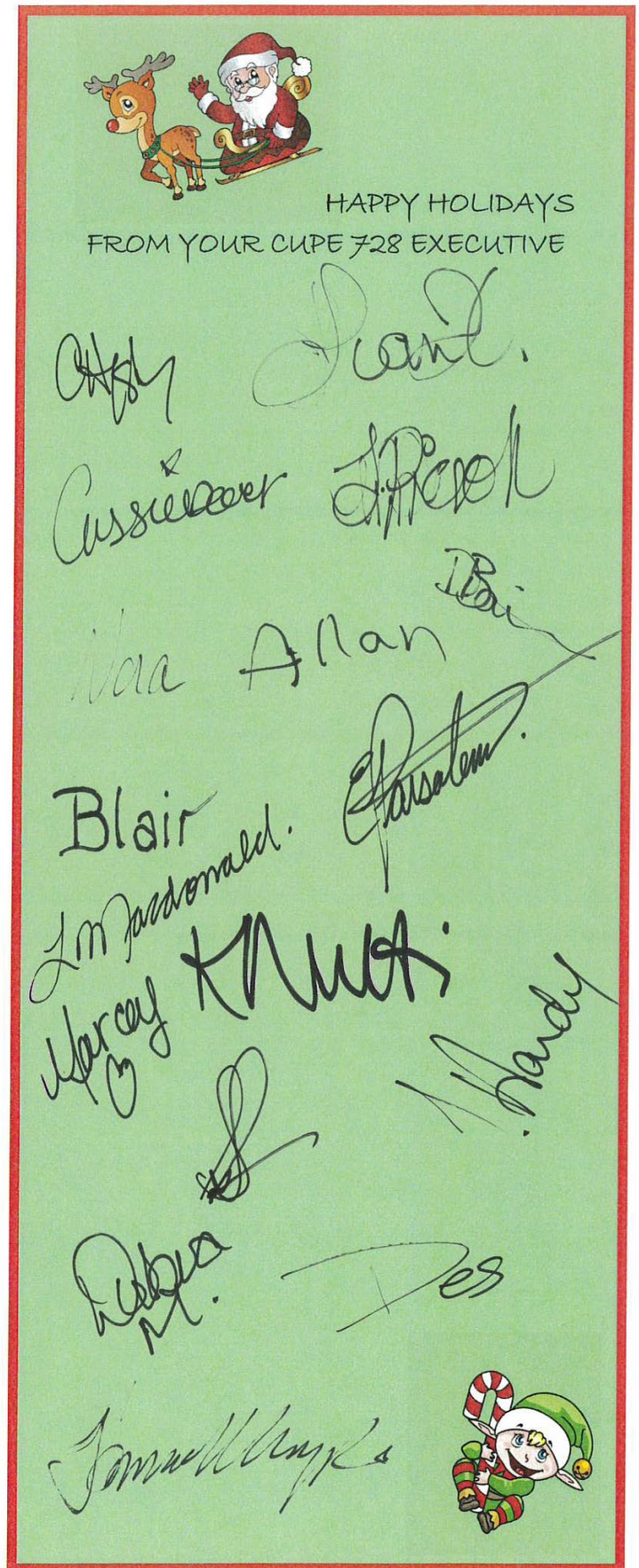
Thank you to those CUPE H&S site reps that are doing the reporting. Remember, if you are a site rep, you are REQUIRED to log into ESS and do your part in the investigations within 72 hours.

~ George Hardy, Marcey Campbell, Amanda Williams

### **CUPE 728 would like to send condolences to the families of the following members:**

Andre Hamelin  
J. Bruce Lawrence  
Anissa Rimer Ly  
Debbie Goss

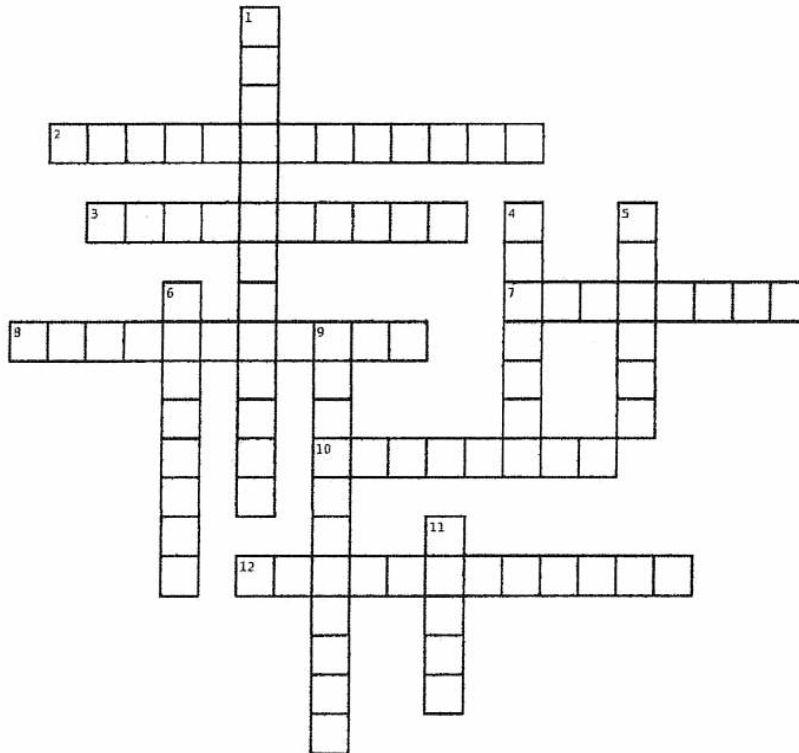
*From all of us at CUPE 728. May you find comfort in those around you during this difficult time. With deepest sympathy, as you remember your loved one.*



## Do you like crosswords? Do you like prizes?

Fill out the crossword and send it to [office@cupe728.ca](mailto:office@cupe728.ca) by January 3, 2025 for a chance to win a prize!

# CUPE728 Health & Safety



### Down:

1. what must the employer do right after an incident report is put in
4. how often does the site-based health and safety committee meeting
5. anyone who performs work or work-related activities, that are under an organization
6. who do you see if you get injured while at work
9. if you are injured on the job, when do you file an incident report
11. what training is needed if your workplace has hazardous products

### Across:

2. what must a person be if they are doing the incident investigation
3. what document do you read before you work in a high-risk situation
7. an unplanned event that did not result in injury, illness, damage but had the potential to and still should be reported
8. what is the first step in controlling a hazard
10. who pays for the CUPE H&S site rep to attend meetings and do investigations
12. what the first part of the union's email that incident reports should be sent to