

CHRONICLE

CUPE LOCAL 728

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GENERAL MEMBERSHIP **MEETING February 19th, 2025 - HYBRID**

The Feb 19th 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/joining/register/0Jk2zN6ORR66BCIkzCbYfg>

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, as no union business is ever done through your district email.

AGENDA

All Motions must be submitted in writing

1. **Notice of Motion:** For \$1100 for Canadian Pension Plan (CPP) presentation on June 7, 2025.
2. **Notice of Motion:** For \$2,200 for Pension Committee Chair to attend the SHARE Investor Summit in Vancouver, March 5 – 6, 2025.
3. **Notice of Motion:** \$20,000 for a cost-share with CUPE National for part 2 of contracting out.
4. **Notice of Motion:** \$8,500 for campaign with STA and DPAC on the effects of underfunding

WOMEN'S MEMORIAL MARCH

The 33rd Annual Women's Memorial March in Vancouver, BC is an annual event that occurs on February 14th, in honour of missing and murdered Indigenous women and girls (MMIWG) across Canada and the United States.

Their Spirits Live Within Us": Annual Women's Memorial March

In January 1992 a woman was murdered on Powell Street. Her name is not spoken today out of respect for the wishes of her family. This woman's murder in particular was the catalyst that moved women into action. Out of this sense of hopelessness and anger came an annual march on Valentine's Day to express compassion, community, and caring for all women in Vancouver's Downtown Eastside, Coast Salish Territories.

This event is also a protest against class disparity, racism, inequality and violence. More information checks the website on Women's Memorial March

All my Relations

PRESIDENT

Happy Chinese New Year!! The Lunar New Year began on 29 January 2025. This is the year of the Wood Snake. This combination happens once every sixty years. It says the snake symbolizes wisdom and transformative energy while the wood in this combination symbolizes growth, stability, and creativity.

I was lucky enough to attend the first week of winter school where I took Turning Conflict into Union Solidarity. This was a great refresher course and the teachers were amazing. This is the first time I have attended school with HSA members which was very interesting to learn about their Union.

I have been very busy this month and have been working hard with the other district stakeholders to try and get some leverage on the funding issues in Surrey and throughout the province. We are hoping to get time to speak to Lisa Beare about the enormous issues facing Surrey. No success as of yet. I hope that we can go forward with our contracting out campaign and can get assistance from our other stakeholders to bring attention to this, I did get to speak to the DPAC about 40 parents about the importance of keeping work in-house.

It's been cold and I want to thank all the people who are working outside for all they do! I hate being cold, I couldn't do it. I have also heard of a few cases of heat going out at schools and portables. For those working inside bring layers not that this is common for heat to go out, but it is good to be prepared. Also, make sure your footwear is appropriate for the weather. I know that teams are doing a great job salting but it can still be slippery.

CUPE's May PRO D Day is quickly approaching. Please send in ideas on what you would like to have. Our committee with the employer works hard to put on the most informative and useful PRO D Day, but we need your help, so tell us what you would like to see.

Elections are quickly approaching. We have adjusted the dates, so it does not interfere with Easter or Vaisakhi. Nominations will be adjusted for spring break and will be on March 12th, brief statements will be on Wednesday, April 9th and elections will be on Saturday, April 12th.

February is Black History Month! It's a wonderful time for Canadians to celebrate the history and culture of Black people in our country. Take a moment to appreciate the many contributions of Black communities across Canada.

In solidarity, Tammy Murphy



1st VICE PRESIDENT

The start of 2025 has been very busy, we have had two grievance meetings with the employer. I had the opportunity to go to the CLC winter school up in Harrison and transform conflict into union solidarity. I learned a lot about the underlying issues in conflict and what each party wants and interests when trying to find a solution to the conflict. I met some amazing people, from many different locals. I am excited to try and use my new skills. I was at the NWDLC my name was put forward to be on their executive. I am now officially a NWDLC executive representing CUPE.

I want to thank the membership for voting for me to go to CUPE BC Convention. I will ensure I report back to all of you and advise on all the resolutions that passed at the convention.

Grievances

- *We settled 3, withdrew one.*
- *33 on the books*
- *6 in arbitration*
- *2 waiting on response.*
- *3 being looked at to decide the next steps.*
- *18 at step 3*
- *5 at step 2*

In solidarity, Theresa Pidcock

2ND VICE PRESIDENT

Recently I have noticed some members have confusion around **Refusing Unsafe Work**. I thought I'd take a moment and go through the procedure. Having an incident at work is always an unnerving event, remember you have a right to be safe while at work. Please follow the guideline below: **Below is the outline from WorkSafeBC if you have any concerns around unsafe work please contact your "Worker Representative" or your Union for advice.**

Reporting the unsafe condition or procedure.

Step 1:

As a worker, you must immediately stop the work and report the unsafe condition to your employer or supervisor.

As an employer or supervisor, you must investigate the matter and fix it if possible. If you do not agree with the worker that the condition is unsafe, report back to the worker.

If the worker and the employer or supervisor can't agree on how to resolve the matter, move to Step 2.

Step 2:

As the employer or supervisor, if you believe the work can safely be done by another worker while the matter is under investigation, you must:

- Give notice in writing to the workers assigned or permitted to do the work.

- Give notice in writing to a worker representative of the joint health and safety committee, a union representative, or other worker, as applicable.

Ensure the written notice includes:

- The refusal and the reported unsafe condition.
- Reasons why the task would not create an undue hazard.

If the matter is not resolved in step 1

- Both the worker and the employer or supervisor must investigate the matter in the presence of one of the following workers, representative of your health and safety committee or Union.

Step 3:

- If the matter is still not resolved, notify WorkSafeBC
- If the matter is not resolved after following steps 1 and 2, both the worker and the supervisor or employer must contact WorkSafeBC. Call 604.276.3100, or toll-free 1.888.621.7233. **A prevention officer will then investigate and take steps to find a workable solution.**

Please feel free to contact your Union if you have any questions.

In solidarity, George Hardy

MAINTENANCE TRADES

New year, same stuff...

So, January was fun, there were multiple meetings (more like misinformation sessions) with facility management dealing with the age-old battle of contracting out. It is incredibly frustrating to be told at every meeting that we don't have the people and/or time to do OUR work. How something like preventative maintenance, which is always on the radar, gets left till the very end when it's literally scheduled blows my mind and yet we are never given any definitive steps being taken to solve the problems. Moving everyone back to afternoons was actually proposed. I get accused of yelling at and berating the higher ups, which if you know me makes sense, but one can only be lied and given the runaround to so much that our point needs to be more emphatically made. It's a fight. A big fight. Our jobs are relying on it so we will keep it up until we prevail. A unit meeting is being scheduled for 10:00 a.m. on Saturday, February 22nd so bring some questions or concerns, but if its something that needs looking into send me a text or email so I can give it a more detailed response. As always be safe.

In solidarity, Blair Hofer



SCHOOL & COMMUNITY SUPPORT

January has flown right by, and things have been busy for myself. I have been attending a few meetings with members. The main thing I share with you regarding these meetings is please be completely honest with your steward, as well as Human Resources, and your Administration because honestly it is so important, and we can find a solution that works for everyone involved.

I would like to thank the membership for sending me to CLC Winter school this month. I attended a course on Facing Management Effectively. It helped me learn new skills for me to use when I am in meetings with members and management.

I also had the opportunity to question our Premier David Eby on education issues that are happening in our district and our province. He said that there will be additional funding coming. He understands the importance of our members and that they deserve better. So, we shall see what the future brings.

In solidarity, Allan Henricks

IESW SECONDARY/SPAREBOARD

I want to take the time to thank Allan, Nora & Cassie for taking on Secondary & SpareBoard for me these last few months. Allowing me to take the time I needed to work on myself. Something I admit I don't do well but that I have been trying to learn. I have always been able to support in anyway possible for not only our CUPE 728 Members, but Family/Friends, but tend to put myself on the back burner.

I have been fortunate to have my Family, Friends, and my CUPE 728 Family who have been supporting me & being there for me when I need them. They have given me reminders to slow down, breathe & self care while taking on the extra work so I can get back on my feet.

The reason I say all this is because I know It's hard to admit when you are struggling & need help. Mental Health is something many people don't talk about due to feelings of shame, embarrassment, or feeling like something is wrong with you. We need to stop thinking that Mental Health is something we need to hide. Life takes twists and turns, and many people suffer from Mental Health & don't say anything. This can have devastating repercussions.

If any of our CUPE 728 members need to talk to someone or ask questions feel free to reach out. I will do my best to support in anyway, either by just listening or suggesting different options that may help. I'm always a text away.

Mental Health is never predictable & can sneak up on us at any time, any day of the year. If you visit our CUPE 728 website, www.cupe728.ca under Resources & select Benefits - Pacific Blue Cross and EAP, there is an array of resource's available.

SECRETARY TREASURER

As I am slowly getting back into steward life, please be patient with me as I am catching up on everything. Text & e-mail are easier for me to respond to right now. However, if you leave a voicemail I will return it. I will do my best to get back to you as soon as I can.

I don't think people realize how much strength it takes to pull yourself out of a dark place mentally. So if you've done that today, or any day, I'm proud of you.

Wishing Each & Everyone Of You A Happy 2025 Mental Health Year!!

In solidarity, Amanda Williams

CARETAKERS

Managers Have a Right to Manage, but Employees have a Right to ask for clarification.

In any workplace, managers have the authority to set expectations, assign tasks, and make decisions. This right to manage is essential for maintaining efficiency, meeting organizational goals, and ensuring a smooth workflow. However, effective management is not just about giving orders, it also involves clear communication, mutual respect, and accountability. Employees, in turn, have the right to seek clarification on instructions, policies, and decisions that affect their work.

A well-functioning workplace depends on open dialogue. When employees understand what is expected of them, they are more likely to perform effectively and feel engaged in their work. Confusion and miscommunication can lead to mistakes, frustration, and even conflict. That's why "we the UNION" should feel empowered to ask questions when directives are unclear or when changes impact our roles.

Managers who encourage clarification stimulate a culture of trust and collaboration. Instead of viewing questions as resistance, good leaders see them as opportunities to refine their communication and ensure structure. Clear expectations benefit both sides.

At the end of the day, leadership is not just about authority; it's about guidance. "We the Union" should never feel hesitant to seek clarification, and managers should welcome the opportunity to provide it. A healthy workplace is built on transparency and understanding and is one where both employees and employers can thrive!

In solidarity, Edward Parsotam

♥ happy ♥
Valentine's
♥ day ♥

Secretary Treasurer Financial Information:

The Trustees are scheduled to be in the office for the 2024 financial audit for the last week of February 2025. I would like to thank them for their timely response in arranging this most important service.

This is a reminder for committee members to begin planning for the year, so they have sufficient time to present their financial asks to the members for member consideration.

Secretary Treasurer JEIS and Benefit information:

When absent from work 6+ days you may be asked for a multitude of forms and it may feel a little overwhelming, I agree, however they all serve a purpose and without them we could end up unpaid, unsupported, not properly cared for and possibly in trouble with our employer for noncooperation.

Having a doctor note that says you are ill may not fulfill the requirements needed in order to be away from work AND be approved for income subsidy or replacement of some kind. Every party involved may have their own packages of required documentation in order to proceed; that includes the employer, the union, Desjardins the insurance company, ICBC and/or WCB.

SD36 summary of benefits:

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

Members off 6 or more days, JEIS referrals only, 2024

| Month | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|---------------|------------|------------|------------|------------|------------|------------|
| Jan | 79 | 67 | 45 | 142 | 83 | 72 |
| Feb | 61 | 62 | 43 | 99 | 79 | 79 |
| Mar | 36 | 57 | 84 | 44 | 70 | 67 |
| Apr | 53 | 36 | 73 | 91 | 68 | 107 |
| May | 66 | 11 | 55 | 90 | 81 | 75 |
| Jun | 59 | 35 | 61 | 60 | 72 | 69 |
| Jul | 16 | 17 | 25 | 21 | 13 | 15 |
| Aug | 11 | 4 | 16 | 21 | 23 | 21 |
| Sep | 64 | 96 | 75 | 68 | 78 | 83 |
| Oct | 76 | 71 | 61 | 86 | 82 | 97 |
| Nov | 76 | 87 | 111 | 116 | 110 | 96 |
| Dec | 65 | 65 | 68 | 72 | 100 | 93 |
| Totals | 662 | 608 | 717 | 910 | 859 | 874 |

STATS of members off 6 or more days, JEIS referrals and their progress for 2024

| 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 | 97 | 62 | 2 | 15 |
| Nov | 96 | 44 | 2 | 15 |
| Dec | 93 | 60 | 8 | 16 |

In solidarity, Cory Hyslop

IESW ELEMENTARY

I would like to start off by thanking the membership for sending me to the CUPE BC Convention in May. With winter finally making an appearance, please remember to give yourself enough time to get to work safely. Check the local news, CKNW, and your district emails for site updates along with weather updates. If you missed the IESW unit meeting on February 6th, 2025 please keep an eye on the IESW tab on the CUPE728 website for the power point and meeting notes.

In solidarity, Cassie Deezar

COMMUNICATION OFFICER

This year will be a big and busy year for our local as it is a bargaining year so make sure you get your bargaining ideas into the union ASAP. There are many other organizations that will be bargaining this year as well, so please be sure that you are always informed.

If you have never given the union office your PERSONAL PHONE NUMBER OR EMAIL, please send that in. You can do this by emailing the office at office@cupe728.ca or through the website www.cupe728.ca. SD36 DOES NOT provide us that information. Please also talk to your co-workers or new employees to make sure they have reached out to the Union. For any Bargaining Info going out, we will NEED your contact info. Please ALWAYS check www.cupe728.ca for updated info or be sure to follow us on Facebook, X or Instagram. Getting info from anywhere else is not guaranteed to be accurate.

I am currently looking at other social media platforms that our members use and would like to see CUPE728 using. If you have suggestions that you would like to see CUPE728 use, please email commofficer@cupe728.ca

The end of January was to see the next Wellness (Mental Health) Working Group, which is a committee that was made up of the Employer, STA and CUPE728. This committee discussed important mental health resources for employees, discussions/questions/concerns with the current benefits plan and saw collaborate discussions on what the employer could do to support its employees. Unfortunately, it looks like this is yet another committee that is going to be abolished without discussions with CUPE728. This is similar to the Violence In the Workplace Working Group.

In solidarity, Marcey Campbell

BARGAINING PROPOSALS

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



STUDENT SUPPORT

January was a busy month with many calls, emails, and meetings. I also attended the CLC Winter School and took a course on Gender based and Domestic Violence. It was a difficult subject to learn about, but I gained skills and resources enabling me to better serve any of our members experiencing this. I will be sharing these resources with the rest of our executive.

I want to thank all of our CUPE728 membership for giving me this learning opportunity. I also took part in an IESW unit meeting and am planning a unit meeting for the CYCW department. I wish you all a safe February and please reach out to me if you have any questions.

In solidarity, Nora Hooper

COMMITTEE CORNER

Health & Safety Sub-Committee

The OH and S subcommittee is planning another Health and Safety information Zoom meeting on March 8th. Please email us your topic suggestions at healthsafety@cupe728.ca and we will do our best to answer your questions. In addition to talking about some important topics we will have a question and answer period at the end of presentation.

Please remember to file incident reports if anything occurs at work, from near misses, slip and falls, lifting injuries all the way to injuries from violence. These incidents need to be investigated in a timely manner starting with an initial investigation in 48 hours that includes your worker representative. Please let us know if this is not happening.

In solidarity, Nora Hooper

PINK SHIRT DAY FEBRUARY 28, 2025



Participants wear pink shirts and attend or host informative events to raise awareness about bullying, particularly in schools. Pink Shirt Day was started in 2007 in Canada, where it is held on the last Wednesday of February each year.

Strong Start Facilitator Meeting

Online zoom, Feb 18, 2025 at 7:00 p.m.

Register in advance for this meeting:

<https://us02web.zoom.us/meeting/register/TWCuEBTJTVSZSf5IKk-eAA>

Maintenance Trades Unit Meeting

Online zoom, Feb 22, 2025 at 10:00 a.m.

Register in advance for this meeting:

<https://us02web.zoom.us/meeting/register/jLh0idPsRsCmI2YHfb5hIQ>

BLACK LEGACY AND LEADERSHIP: CELEBRATING CANADIAN HISTORY AND UPLIFTING FUTURE GENERATIONS

BLACK HISTORY MONTH



Canadian
Heritage
Patrimoine
canadien

Canada

Colour the hand representing the past and fill in the hand that represents the present with patterns of your choice.