

CHRONICLE

CUPE LOCAL 728

Volume 52 – Issue 2
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March 2025
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GENERAL MEMBERSHIP MEETING March 12th, 2025 - HYBRID

The March 12th General Membership meeting is at 8:00 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/w3SwjdsMThifYH2QgdAZBw>

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. Nominate Executive Board Positions

Executive Positions

- 1) 1st Vice President (2-year term)
- 2) Secretary-Treasurer (2-year term)

Executive Shop Stewards Positions

- 3) Caretaker (1-year term)
- 4) Clerical (2-year term)
- 5) IESW – Elementary (1-year term)
- 6) IESW – Secondary/Spareboard (2-year term)
- 7) Maintenance Non-Trades (1-year term)
- 8) Maintenance Trades (2-year term)
- 9) School & Community Support (1-year term)
- 10) Student Support (2-year term)
- 11) Communications Officer (1-year term)
- 12) Executive-at-Large One & Two (2-year term)
- 13) Sergeant-at-Arms One & Two (1-year)
- 14) Entertainment Committee

2. Nominate one (1) Trustee for a 3-year term from April 2025 – 2028.

3. 2024 Trustee Audit Report

4. *Notice of Motion:* \$500 for Red Dress Event

5. *Notice of Motion:* To spend up to \$5000 to support the 2 sites in Alberta that are on strike



NOMINATIONS AND ELECTIONS

March 12, 2025 (8:00 p.m.) – Nominations for Executive Board Positions

April 16, 2025 (6:00 p.m.) – Nominee 3-minute statements (only if nominated at the April 3rd meeting)

April 19, 2025 (10:00 a.m.) – Elections

All zoom links on page 5 of this Chronicle. Please go and pre-register for all 3 meetings.

PRESIDENT

February was in and out faster than the blink of an eye and here it is March. Be prepared, elections are coming up quickly in April as is the CUPE Convention at the end of April. We also have our CUPE May Pro D Day.

It is super important to note that there have been changes to March and April's meeting dates. March is a week earlier due to spring break on the 12th. At this meeting we will be accepting nominations for the available positions. All positions are up this year except the President, 2nd Vice President and the Recording Secretary. In April we are moving up the meeting and elections to account for Surrey's Visaki and Easter long weekend. April 9th will be a brief statement; nominations cannot be made on this date and only those nominated in March can speak. On April 12 we will hold elections via Zoom. Link will be sent out for the main meeting but remember that you will need to go to another meeting to elect your shop steward. Fun Fact - this year is that ½ the executive shop steward positions will be 2-year terms and next year the following ½ will become 2 years as well. The Bylaw Committee changed this last year to provide more continuity for our members.

The CUPE Convention this year is being held in Vancouver; I am super excited to attend and to vote on some great resolutions being put forward by CUPE members across the province as well as by some of our members. This is an election year and there will be changes with Trevor Davies taking a new position. Looking forward to seeing how this all plays out. Thank you to the committee members from CUPE as well as the district for all the work they are doing to make this a success. There are a lot of great ideas coming forward and this committee helps bring them to fruition.

As many of you know Deea Bailey our National Rep has taken on a temporary position in Ottawa as the Senior Officer for Indigenous Issues. We wish her the best of luck in her new position and would like to thank her for all her help over the last 2 years. We have been assigned a new rep and his name is David Huxtable and our executive is really looking forward to working with him.

Spring break is March 17th to 28th. Hopefully everyone gets a bit of time to relax even if you still must work. I know this can be the busiest time for some of the 12-month employees, so thank you in advance. To those on vacation, enjoy your time!

In solidarity, Tammy Murphy



**Have a relaxing
Spring break**

**CUPE office is open
During the break**

1st VICE PRESIDENT

Recently, a letter from our employer outlined significant cuts and changes to the existing system, stirring a mix of emotions among employees. In times like these, it is crucial to maintain a sense of calm and perspective. As we navigate through uncertainty, it is important to avoid getting caught up in gossip or posting negative comments on social media. Instead, we should focus on constructive dialogue and address our concerns through the appropriate channels. Social media has become a powerful tool for communication, but it can also be a double-edged sword. Posting derogatory comments about the employer or expressing dissatisfaction online can lead to discipline.

If you have questions or concerns about the possible changes, reach out to your Shop Steward. They are trained to address issues, provide accurate information, and advocate on behalf of you the workers. It is always best to engage with someone who can clarify your uncertainties and provide accurate information.

We currently have 30 grievances, a few are at step 3 of the grievance process, which we plan to bring up at the next meeting with the employer. At step 3 we attempt to reach a resolution and last week, we were able to successfully settle a grievance for one of our members, a positive outcome to the grievance process.

I am conducting a few grievances assessments, where I gather relevant information and evidence to determine the best course of action moving forward. This will be reviewed with our new National Rep and then brought to the executive board for review and to vote on the next step.

I will continue to work hard on behalf of all the members to resolve any outstanding grievances and I will continue to update the membership on the process and where we are with our current grievances.

In solidarity, Theresa Pidcock

MAINTENANCE TRADES

Well, the infamous trades unit meeting took place, and in case you missed it, nothing of note occurred. As always, I make myself available to whom ever requires it at 06:30 every morning. I'm in and will also try to keep communication open during the workday when possible. Be safe out there.

In solidarity, Blair Hofer

SAVE THE DATE

The Pension Committee will be holding a Canadian Pension Plan (CPP) presentation on June 7, 2025.

We will have more details soon.
Registration is not open yet.

CARETAKERS

Mental health awareness is a crucial workplace issue, affecting productivity, morale, and overall well-being. Employers have a responsibility to create a supportive environment, providing resources, accommodations, and understanding for employees facing mental health challenges.

Balancing these responsibilities requires clear communication and a fair approach. Employees should be able to feel comfortable discussing mental health concerns without fear of stigma or retaliation. We the Union are there to support and facilitate safe communication when needed. At the same time, managers must address performance issues objectively, distinguishing between genuine struggles and accountability. Reasonable accommodations, such as workload adjustments, can help employees manage their mental health while still meeting job expectations. Managers also have a right to manage, ensuring work gets done, maintaining performance standards, and making decisions that benefit the workplace.

To keep the working relationship healthy communication is key, and both the staff and managers must understand that emergencies in people's lives are received differently by each individual. Compassion and flexibility are essential, but so is clear communication to ensure that both personal needs and workplace responsibilities are balanced effectively.

Caretakers we are launching trial Lunch-and-Learn sessions to provide the information that you requested, while being respectful to the workplace regulations stay tuned for dates!

Visit our Caretaker page on our website for Key updates, useful information, and departmental concerns.

In solidarity, Edward Parsotam

CLERICAL

Hello all!

Do you know what to do if there is a problem at work? Some problems can be addressed by speaking directly to the person there is a conflict with. Other times we may need to set up a meeting to work together on concerns. If you are wondering what to do, please reach out. Shoot me a text (not during work time) or an email, better yet please call. I am available after work and weekends. (No, I do not get paid for this. I am a volunteer). We can work together to make a situation better.

Most importantly, before situations get out of hand, let's work together to come up with solutions. A lot of times things can be resolved with a meeting and a follow up.

I know when we first take our oath of obligation, most of us are brand new to a union and really don't know what it is like to be a part of one. Others have been in many unions. For me when I took the oath it was my first time ever being in a union,

however, I had always wanted to be in a union!! I have always felt deeply passionate about being in a union and I love helping people. I feel one of the most important parts of the oath and a good part that relates to this article is that we do no harm. Specifically, the oath states "I will not purposely or knowingly harm or assist in harming another member of this Union." It's a good reminder to us all.

Head secretary testing concerns. I know there are many. I am looking for information on results.

1. Do you think the test is relevant to the job?
2. Did you fail?
3. How many times did you write it?
4. What would you like to see changed?

Please email ssclerical@cupe728.ca or call me 778-808-3917. Thanks in advance!

Hang in there we are almost at Spring Break!! Remember to take care of yourselves and each other.

In solidarity, Shannon Levinsky

MAINTENANCE NON-TRADES

In 1894, there was an event called the Pullman Strike between the Pullman Company and the American Railway Union (ARU). The Pullman Company made luxurious sleeping cars that were in high demand. They were a near monopoly. When hard financial times arose, they thought it was a good idea to reduce their workers' pay by 25% but to keep the rents at the company owned houses the same.

It's like what's happening now: low to inconsequential raises in pay that fall short of an ever-increasing cost of living. This made me think of the recent email from SD36 indicating that they may need to make cuts to parts of the non-core curriculum for things like elementary band and others. More concernedly it says: "The Board foresees significant challenges and expects to make strategic decisions that allows them to ensure a balanced budget while continuing to fulfill the goals of Surrey Schools...". We are all trying to work within a stretched economy but what will the strategic decisions look like?

This is a bargaining year. We need to support our co-workers. Our Union is crucial to ensure wages keep up with the cost of living, safe working conditions and job security.

In solidarity, Liam Hawthorne



SECRETARY TREASURER

Secretary Treasurer Financial Information:

The Trustees have finished the 2024 audit in record time, and I am happy to say they seemed generally pleased with the state of the books and affairs. They voiced their concerns for the sections of the 728 bylaws pertaining to the union sick bank and benefit fund and the cost to the members and/or the union which may meet with recommendations in the future.

Planning ahead is most important, if there are events you feel the union should be involved in then please come forward sooner rather than later with as much notice as possible please.

Please visit the website www.cupe728.ca for updates on the upcoming elections, the dates have been changed so they won't interfere or conflict with spring break or Easter weekend.

Secretary Treasurer JEIS and Benefit information:

Long term disability (LTD) denials can be appealed, information is available at PEBT.ca or direct to [Filing an Appeal - PEBT](#). Public Employees Benefit Trust (PEBT), our benefit provider has recently sent correspondence to remind us that: "LTD is a collectively bargained benefit provided by an employee benefits trust with a medical appeal process for disputes, the Supreme Court of BC has therefore confirmed that the courts do not have jurisdiction (Pawlak v. Trustees of the Public Education Benefits Trust, 2012 BCSC 239). We aim to streamline the medical appeal process for members by eliminating unnecessary statements of claim, allowing for a faster initiation."

SD36 summary of benefits:

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

Members off 6 or may days, JEIS referrals only, 2024:

Month	New JEIS referrals	Return To Work	JEIS Suspensions	Transition to LTD
Jan	139	65	8	16
Feb				
Mar				
Apr				
May				
Jun				
Jul				
Aug				
Sep				
Oct				
Nov				
Dec				
Totals				

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

Month	2019	2020	2021	2022	2023	2024	2025
Jan	79	67	45	142	83	72	139
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	

In solidarity, Cory Hyslop

COMMUNICATION OFFICER

Make sure you always check the website calendar for important dates. I am always updating to make sure you have the most updated information. This also includes our upcoming CUPE728 elections.

Last year, we presented our annual recognition days to the Employer to ensure that all our CUPE members are equally recognized and celebrated just as much as teachers, February saw Bus Driver Appreciation Day. In March we have Maintenance Appreciation Day, World Plumbing Day and Utility Worker Day.

The Month of Feb was very busy for me on our FB page with over 64,000 views/comments/interactions. This is fantastic as it shows that our members are getting the information they are needing. However, if there is a different media platform you would like 728 to look into, please let me know commofficer@cupe728.ca.

In solidarity, Marcey Campbell

COMMITTEE CORNER

Pro-D Committee

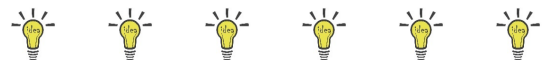
The Pro-D Committee met with the Employer and have begun organizing the May 2, 2025, CUPE Pro-D. We reviewed the comments from last years event and will be using those for this year's event. Be sure to watch our socials to know when the registration will be open as many of the events can fill up quickly.

If you have any suggestions for this year's Pro-D, please email office@cupe728.ca. This is YOUR Pro-D event and we want to make it as successful for you as we can.

In solidarity, Marcey Campbell

BARGAINING PROPOSALS

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



FAMILY EMERGENCY

At Surrey Schools, employees are entitled to family emergency leave as outlined in our collective agreement.

Leave of Absence

15.60 Employees desiring a leave of absence with or without pay for any reasons shall submit an application in writing to the Human Resources Department for processing where applicable, for such leave. ***Such requests shall not be unreasonably denied.***

15.61 An employee shall be entitled to up to sixty (60) working days leave of absence without pay upon application as per **15.60 above**.

Additionally, under the British Columbia Employment Standards Act, employees are entitled to up to five (5) days of unpaid family responsibility leave per employment year to address the care, health, or education needs of a child or immediate family member.

For detailed information, employees should contact their shop steward, read collective agreement and consult with the Human Resources Department.

<https://cupe728.ca/wp-content/uploads/sites/168/2023/09/SD-36-Surrey-CUPE-Local-728-Collective-Agreement-2022-2025-FINAL-...-002.pdf>

<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/forms-resources/igm/esa-part-6-section-52>

THANK YOU NOTES FROM MEMBERS

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.

Mackenzie F. – scholarship Gerri H. - sympathy

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.



EMPLOYEE ASSISTANCE PROGRAM

Call 24/7 for support: 1-888-625-1136

Online: onetelushealth.com



As many of you are aware, it's CUPE 728 Election season! Below you will find important dates and Zoom links for each meeting.

You must pre-register for each meeting using your FIRST and LAST name. You need to register whether or not you're attending in-person, as all voting is done through Zoom.

March 12th, 2025 - Hybrid meeting at 8:00 p.m.
Nominations for the available positions. See the Bylaws for requirements.

Register in advance for this meeting: March 12 – 8:00 p.m.

<https://us02web.zoom.us/joining/register/w3SwjdsMThifYH2QgdAZBw>

April 16th, 2025 - Hybrid meeting at 6:00 p.m.
Come out to hear the nominees do their 3-minute statements.

No nominations will be taken at this meeting.

Register in advance for this meeting: April 16 – 6:00 p.m.

<https://us02web.zoom.us/joining/register/anJ1OWhrSSGsQLqHDeA86g>

April 19th, 2024 - 10:00am via Zoom – **Election Day!**
Nominations will be taken, but no speeches.

Register in advance for this meeting: April 19 – 10:00am

<https://us02web.zoom.us/joining/register/ZebWFyGeRN-MOkqn11My2A>





**The National Day of
Awareness for the MMIWG2S+**
(Missing and Murdered Indigenous Women,
Girls, Two Spirit and Non-Binary people)

CUPE 728

Surrey Schools Support Workers



CUPE402

CANADIAN UNION OF PUBLIC EMPLOYEES SURREY CITY WORKERS

Red Dress Gathering & March

Join us for the Red Dress Gathering

Honouring MMIWG2S+

APRIL 27, 2025

1 PM - 3 PM

Bear Creek Park - 13750 88 AVE

REMEMBER OUR MISSING AND MURDERED INDIGENOUS WOMEN