

# CHRONICLE

## CUPE LOCAL 728

Volume 52 – Issue 2  
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April 2025  
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### **GENERAL MEMBERSHIP** **MEETING April 9<sup>th</sup>, 2025 - HYBRID**

The April 9<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/j84DS\\_veSB-egAFHOjPMhA](https://us02web.zoom.us/join/j84DS_veSB-egAFHOjPMhA)

**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. 3-min Statements from Nominees for the below positions: Please to website for the list <https://shorturl.at/DD1cN>

#### **Executive Positions**

- 1) 1<sup>st</sup> 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 (1-year term)
- 13) Sergeant-at-Arms One & Two (1-year)
- 14) Entertainment Committee
- 15) One (1) Trustee for a 3-year term from April 2025 – 2028.

2. Notice of Motion: To have up to \$2,000 for the welcome back BBQ to cover items that the cost share does not.



***Your VOTE counts***  
***Elections– April 12, 2025***

10 AM <https://us02web.zoom.us/join/D8-oEwQqQWiuKb0xRUGrA>

### **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.

**Cory 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.



## PRESIDENT

Hopefully, everyone got to have a bit of a rest during spring break. Thank you to all who worked during the break, we appreciate you keeping things running. It's crunch time now, with the school year coming to an end and uncertainties with the upcoming school budget. There was a decrease in the Settlement Workers this year due to the immigration changes brought in by the federal government. We are anticipating cuts to the StrongStart programs because there has been no extra funding allocated to these programs. Please know we are on top of this and will keep you informed as new information comes in.

I am so proud to be on the Provincial Bargaining team again this year. Our first dates are April 14-16. I am happy to say that the proposals going forward were ratified by the president's council and I am looking forward to getting back to the bargaining table. We have been told that this will be a tough round as there is not a lot of money projected but we will fight for everything we can get.

We will continue preparing for local bargaining with your executive stewards who represent you at the bargaining table. We have had 8 training days and are looking forward to putting some of your ideas into proposals.

Reminder the next GM will be at 6 pm on Wednesday, April 9<sup>th</sup>. Come on and listen to the brief statements (3 minutes) of those who have put their names forward to represent you. There will be no nominations at this meeting. It is important to come out and listen to those who are running and who will be standing up for you this year at the bargaining table. Elections are on Saturday, April 12<sup>th</sup> at 10 am. This is your opportunity to choose who you want to be your spokesperson for the next year or 2 years.

This is a very busy month, with elections, conventions, bargaining, Red Dress March on April 27<sup>th</sup>, prepping for Pro D days, cost shares, and all the other local business.

In solidarity, Tammy Murphy



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

### Understanding sick leave:

Sick leave is a provision specified in our collective agreement, permitting employees to take time off when they are ill. It is crucial to utilize sick leave respectfully, as any misuse is regarded as time theft, which may result in disciplinary action, potentially leading to termination. Time theft is classified as a form of misconduct and can jeopardize the relationship between the employee and the employer.

As a probationary employee, you may find yourself in a more precarious situation, as you do not enjoy the same protections as other employees. According to article 2.30, the probationary period requires you to accumulate 450 hours within four months if you do not meet this requirement, the period may be extended to six months and then to 8 months until the necessary hours are achieved. Probationary hours are calculated based on actual hours worked, meaning that vacation and sick days do not contribute to your total 450 hours.

Taking sick leave under false pretenses can place you in a vulnerable position, as the employer has the right to terminate your employment for just cause. While the union advocates against such terminations, success in these cases is not guaranteed. Once the trust is broken with the employer, it is challenging to restore, especially during the probationary period, where your actions may indicate a lack of reliability and therefore not suitable for the role. When you are unwell, it is important to take sick days, no one is suggesting that you come to work while you are sick. Sick leave should be reserved solely for your own health-related issues.

Our collective agreement includes various provisions for leaves, as outlined under Article 15, in which we have negotiated these benefits for all CUPE 728 members. If you require assistance in understanding these provisions or need guidance on which leave best suits your situation, please reach out to your shop steward, they are here to help you.

We wish to prevent any further suspension or terminations for the misuse of sick leave, as well as avoid hearing accounts of others being denied which led to members making poor decisions. Every situation is different, so please read Article 15 and reach out to the union before taking a leave.

In solidarity, Theresa Pidcock

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## MAINTENANCE TRADES

In 2 years of doing this job I've learned a lot. The most important thing I've learned is that communication is so very important and that lack of communication is the absolute number 1 enemy of this whole place. Open and honest discussion enables us to air our differences, opinions, knowledge and goals. There has been a wall built at facilities to separate us from management and now both sides are left blindly throwing stones at each other. Look, I openly admit to calling the popcorn a few weeks ago stale and/or off but did it warrant a personal trip by the director to a site I was at for the "It's bad for morale when you criticize our good deed of making popcorn" lecture. Maybe it is, but you know what definitely is, contracting out our work, not giving foreperson promotions to existing hard-working employees and fighting us on overtime and other proactive ideas we have to catch up or improve our daily work lives. Stay strong, and as always, be safe.

In solidarity, Blair Hofer

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## CLERICAL

Hello all!

I hope you all had a restful and relaxing spring break and if you had to work I hope you had time to spend with those you love. It sure flew by!!

Okay, I've got a secret. ....Shhhhhh Leslie Mortimore is retiring, yes, retiring!! Over the years Leslie has done so much for the members of CUPE 728. Leslie genuinely cares about all of the members. There is a little secret happening, and if you want in on it, please email Heidi Haywood code word "Leslie", so she can fill you in and she will let you know what's going on.

I'm sure I've driven Leslie nuts over the years and possibly the feeling is mutual, (but in a good way) LOL, always remember the one thing that I know for certain is that Leslie cares about every single person she was ever in touch with. I can't imagine anybody

taking her place, they definitely have big shoes to fill. She's not gone quite yet, but we want to make sure she knows how grateful we are for the hard work she has done to assist all of our members at CUPE 728. So please reach out to Heidi at [haywood\\_h@surreyschools.ca](mailto:haywood_h@surreyschools.ca) or on TEAMS.

Elections are coming! Please come out on April 9th to hear the speeches and on ZOOM on April 12th for the Elections! See you there!!

We are only a few months away from summer! Hang in there all!! Remember to be kind to yourselves and each other. ❤️

In solidarity, Shannon Levinsky

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## MAINTENANCE NON-TRADES

April has arrived and elections are upon us.

In our Union, good representation is the basis of all we do. Currently we have a cohesive executive group that is working to each other's strengths to support our membership and advance labour rights. **Don't forget to vote on April 12th for your Executive.**

In our Country, good representation is the basis of what we are and how we prosper as Canadians. For some time, we have been without proper labour representation. The powers that be continually under pay us, portray us as greedy or lazy, and import cheap labour bypassing citizens that are ready to work. We can get our interests back. Democracy is the action of Voting.

**Federal Election April 28th.  
Democracy in Action: Vote**

In solidarity, Liam Hawthorne

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## SECRETARY TREASURER

### Financial Information:

As a Union we operate on a fiscal cash basis with a December 31<sup>st</sup> year end. You have witnessed my attempts to portray our status as clear and simple as possible. It took a little digging as to the best practice to reflect both, the budget we voted with the effects of the additional motions added throughout the year as they relate to our bottom line. We are too big to be small and too small to be big, quite an anomaly with reference to our size. Last year was in the right direction however it was not as clear as it could be when we look backward from a future year. March has adjustments that will put us in real time with the effects of these motions reflected as we transition from month to month. Going forward, our current financial position should be more obvious.

### Employer information when absent due to illness or injury:

In British Columbia, your employer can ask for "reasonably sufficient proof of illness" "as soon as it is reasonably possible" that you are entitled to the leave. The employer needs to be aware of the privacy limitations when seeking medical information from employees. Google search shows: "Your employer in Surrey, BC is generally entitled to the minimum medical information necessary to ensure a safe workplace and address legitimate business needs, such as confirming absences, assessing fitness for work, and accommodating disabilities, but not your entire medical

history or diagnosis." Their role is to verify if you could work in your role, in any capacity, even a limited capacity, allowing them to decipher your restrictions and limitation for the possibility of accommodations which could remove the need for you to be absent. It should include the relevant medical information that pertains to the restrictions and limitations that are preventing you from being able to perform your regular duties, be it partial or full.

### LTD information:

From PEBT regarding our Long-term disability (LTD):

Because LTD is a **collectively bargained benefit** provided by an employee benefits trust—**with a built-in medical appeal process for resolving disputes**—the Supreme Court of British Columbia has confirmed that **the courts do not have jurisdiction** in these matters (Pawlak v. Trustees of the Public Education Benefits Trust, 2012 BCSC 239).

### SD36 summary of benefits:

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

In solidarity, Cory Hyslop

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## COMMUNICATION OFFICER

I hope all our CUPE728 members were able to have some down time over the Spring Break. March was busy on our Social Media with over 53,000 views on our Facebook page. Can you believe we are at 900 posts on Instagram? If you're not following us, you're definitely missing out! What a busy month April will be with CUPE728 Executive Elections, our Federal Election, many CUPE728 Appreciation Days, the Red Dress event and much more! Wednesday April 9<sup>th</sup> at 6pm will be our general membership meeting where we will be having our brief statements from those that were nominated for our Executive Elections. Our local is heading into bargaining. Bargaining for YOUR Collective Agreement. Your Collective Agreement is basically the handbook/rulebook that you AND the employer are to follow. This coming year will be imperative to keep a strong executive. Please plan to attend the April 9<sup>th</sup> meeting for the speeches/statements and April 12<sup>th</sup> for the Zoom elections. Check out the home page of the website for CUPE728 Election information.

Be sure to follow us on Facebook, X, and Instagram. We will be sharing a lot of health and safety information for April 28<sup>th</sup> Day of Mourning, Federal Election information, Mental Health information and much more.

In solidarity, Marcey Campbell

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## STUDENT SUPPORT

Hi Everyone,

I hope you all had a restful and fun Spring Break and are having a positive return to work. It's always hard to get back into the routine and our students are often struggling after the break. Please take it easy on yourself and your coworkers and take time for self-care.

With most of us off over the break calls and emails have been down a bit. I have been receiving quite a few calls about return to work plans. Remember if you are meeting with HR to discuss a GRTW you can have a union rep with you if you want. Call me and I will do my best to be there. We held a meeting on Tuesday, April 8<sup>th</sup>. Thank you to all who attended.

April will be a busy month with elections coming up. Please come out and vote for who you want to represent you on the next executive.

In solidarity, Nora Hooper

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## SCHOOL & COMMUNITY SUPPORT

Hello everyone,

I hope everyone has had a restful Spring and got some time to visit family and friends. This last month has flown by.

Over the past month I have been busy within the department. I have had a few meetings over the Spring Break regarding our Strong Start Facilitators. The district has informed us that these positions are in jeopardy due to the budget shortfall. We know these jobs are very important to students just starting their school journey. This group of people really provide very valuable information to the school community about the children coming into the schools. We really need to fight and support this group. Please talk to them in your schools and show them your support. If they do suffer some cuts please know that the union and I are working with the district to make sure they are retrained for other positions within the schools.

Please come out and take part in our local's annual election on Saturday April 12 at 10am. This meeting is on Zoom. Please register through our website.

In solidarity, Allan Hendricks

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## IESW ELEMENTARY

Happy Spring!

I hope everyone has had the chance to rest and recharge over spring break. To everyone who was working over spring break, thank you for the work you do. I hope you all had the chance to rest and relax with friends and family as well. It was quite quiet over the break for phone calls and emails from members, however March was a busy month, for it being short with spring break with many meetings with HR. I'd like to remind everyone when requesting time off; please give HR as much notice as possible, with as much information and details as possible. This makes the leave of absence process quicker and easier for you and HR; Please remember you **MUST** have an **APPROVAL from HR before you can take the time off**. Failing to do so can and WILL lead to discipline from HR.

Friendly reminder that executive elections are SATURDAY APRIL 12th, 2025, at 10am on ZOOM. Please register through our website. I know we would all love to see you there!

As we're all aware a federal election has been called, voting day is Monday April 28th, 2025. Please remember to take the time out and vote, make sure you do your research and understand and know all the party's platforms.

In solidarity, Cassie Deezar

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## CARETAKERS

As I reflect on the past year in my role as Shop Steward, I am proud of the commitment I've made to supporting our members. Being available from **6:30 AM to 11:30 PM** has ensured that members could reach out when they needed guidance, support, or answers to their concerns. I've prioritized responding in a **reasonable time**, knowing that timely information is key to addressing workplace challenges effectively.

Engagement has been at the heart of my role—whether through direct conversations, providing updates, or encouraging **positive change** within our workplace. Keeping you informed has allowed us to stay united and proactive in addressing issues that matter.

Looking ahead, **preparing for bargaining** has been a crucial focus. Ensuring that our concerns and priorities are well-represented will help us build a stronger, fairer workplace. At the same time, I have worked to maintain **positive relations with the Management team**, generating constructive discussions while advocating for our rights.

This past year has been about commitment, communication, and collaboration. I look forward to continuing to support and represent our members as we move forward together.

In solidarity, Edward Parsotam

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## COMMITTEE CORNER

### Pension Committee

#### *Canadian Pension Plan (CPP) presentation*

The Pension Committee is inviting all the CUPE 728 members to participate in the upcoming Canadian Pension Plan presentation on June 7, 2025. This is going to be in-person only. We encourage you to participate in the next monthly General Meeting (GM) for more information on how to register, time and event location.

Our main speaker Ifigenia Fasogiannis is a triple "A" Canadian Pension Specialist. Come to enjoy the amazing information and learn the changes that Canada Revenue Agency (CRA) has put in place. Take this opportunity to participate, engaging with the speaker on the process with questions and answers that only a specialist of her caliber can provide.

Our Pension Committee is committed to bring you the most qualified speaker with the latest information, so you can have an awesome and wonderful retirement.

In solidarity Pension Committee members

### Political Action Committee

Did you know that in Canada we don't directly elect our Prime Minister? Many people assume that when we, Canadians, vote in the Federal election, are directly choosing the Prime Minister.

Canada's political system doesn't work that way. Instead of voting for a Prime Minister, Canadians vote for Members of Parliament (MPs) in their local ridings. 343 MPs across Canada to be exact. The leader of the political party that wins the most seats in the House of Commons is then invited by the Governor General to form a government and becomes the Prime Minister.

This system, known as the **Westminster parliamentary system**, means that a party leader can become Prime Minister without



winning the most individual votes nationwide. In some cases, a party can form a minority government if it wins the most seats but not a majority. The Prime Minister remains in power as long as they have the confidence of the House of Commons.

In solidarity, Political Action Committee members

### **Health & Safety Committee**

CUPE728 H&S site Reps, please remember to do your incident investigations ASAP as this is a requirement of being a site rep. Be sure to check the bell icon on your ESS. At the last District meeting, there was a reminder that there was no roof access for site-based staff. If access to the roof is needed, please discuss with the Admin/Manager. The Committee reviewed the First Aid Agreement and provided suggestions to update the agreement.

April 28<sup>th</sup> marks an important day. The National Day of Mourning is a day to remember and honour those lives lost or injured due to a workplace tragedy. It's also a day to collectively renew our commitment to improving health and safety in the workplace and to preventing further injuries, illnesses and deaths. Be sure to check out our social media for health and safety tips throughout the month of April.

In solidarity Health and Safety Committee members

### **Occupational Health and Safety Sub Committee**

Hi everyone,

We hope you had a safe and restful Spring Break! As you return to your positions, if you had the break off, we want to remind you of the importance of following safety plans, policies and procedures. These are in place to help keep us safe. If you feel a policy or plan is not sufficient or needs updating please speak with your administrator, contact your site-based health and safety committee or contact this committee at [healthsafety@cupe728.ca](mailto:healthsafety@cupe728.ca)

This month we will be observing the National Day of Mourning on April 28. This is the day we set aside to remember those who have lost their lives in workplace accidents or have had their lives forever impacted by workplace exposures or accidents. A list of events can be found at [dayofmourning.bc.ca](http://dayofmourning.bc.ca) and information can be found at [cchohs.ca/events/morning](http://cchohs.ca/events/morning) or on the B.C. Federation of Labour's Health and Safety site. We hope you can take some time to remember and honour these fellow workers who didn't come home.

In solidarity, Nora Hooper - Chair

### **Human Rights and Equity Committee**

#### **Upcoming Cultural and Community Events in April**

April is a month of cultural significance and remembrance, with several important dates and events taking place.

April is **Sikh Heritage Month**, a time to celebrate the contributions of Sikh Canadians and recognize their rich history. A key event in this month is **Vaisakhi on April 14**, marking the creation of the Khalsa and the harvest festival in Punjab. One of the largest Vaisakhi celebrations in the world will take place in **Surrey on April 19**, bringing the community together for a grand parade.

On **April 20**, many will observe **Easter Sunday**, a day of renewal and celebration for Christians worldwide.

CUPE 728 and 402 will host their annual **Red Dress Event on April 27** to honor Missing and Murdered Indigenous Women and Girls (MMIWGS2S+), raising awareness of this ongoing crisis.

Finally, on **April 28**, we recognize the **Day of Mourning**, remembering workers who have lost their lives or been injured on the job, reinforcing the importance of workplace safety.

Please Check out Human Rights and Equity committee page for a heartfelt article by member Razbir Sangha.

<https://cupe728.ca/about-us/committees/humans-rights-equity/>

In Solidarity, Edward Parsotam, Chairperson

## **APRIL 28TH - DAY OF MOURNING**

### **We stand together with the world's workers to remember:**

- ❖ All those suffering workplace illnesses, injuries or killed on the job
- ❖ Children left parentless, and families facing hardship
- ❖ Young workers killed or injured at a much higher rate
- ❖ Women workers whose hazards are often unrecognized/ignored
- ❖ The working wounded denied fair compensation

### **Because union struggles gain laws and protections, we:**

- ❖ Vow that "an injury to one is an injury to all"
- ❖ Demand the enforcement of health and safety laws
- ❖ Denounce those who place profits before workers' health
- ❖ Proclaim our right to safe workplaces and respect on the job



**We mourn the dead and fight for the living.**

## **APRIL 28<sup>TH</sup> FEDERAL ELECTION!**

Get out and vote! Make good choices! Every vote counts!

**EVERY  
VOTE  
COUNTS.**  
DON'T FORGET TO VOTE!

# ELECTION

**Register in advance for this meeting: Elections April 12, 2025 - MAIN MEETING LINK**

<https://us02web.zoom.us/join/D8-oEwOqQWiukB0xRUGrIA>

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

**Please also register for your department sub-meeting. You will be directed to your sub-meeting from the Main meeting.**

**You should be registered for the MAIN meeting and ONE (1) sub-meeting.**

Elections for the following will be done through the main meeting zoom link:

- 1<sup>st</sup> Vice President (1-year term)
- Secretary-Treasurer (2-year term)

**GO TO DEPARTMENT LINK BELOW FOR SHOP STEWARD ELECTIONS**

**RETURN TO MAIN LINK FOR BELOW ELECTIONS**

- Communications officer (1-year term)
- Executive-at-Large One & Two (1-year term)
- Sergeant-at-Arms One & Two (1-year term)
- One Trustee for 3-year term April 2025 - 2028
- Entertainment Committee

GOOD LUCK TO ALL THE NOMINEES



**SUB MEETING – CARETAKERS ONLY (1-Year Term) - Register in advance for this Election Sub-meeting:**

[https://us02web.zoom.us/join/-3\\_OPTbIQv2-Ly30NiNcVg](https://us02web.zoom.us/join/-3_OPTbIQv2-Ly30NiNcVg)

**SUB MEETING – CLERICAL ONLY (2-Year Term) – Register in advance for this Election Sub-meeting:**

[https://us02web.zoom.us/join/zktRrG9WQeuCND6\\_oWpSMw](https://us02web.zoom.us/join/zktRrG9WQeuCND6_oWpSMw)

**SUB MEETING – IESW's ONLY (Elem 1-Year & Sec./SB 2-Year) – Register in advance for this Election Sub-meeting:**

<https://us02web.zoom.us/join/TAJmbbU4SAyBIOQL6dHLog>

**SUB MEETING – MAINTENANCE NON-TRADES ONLY (1-Year Term) – Register in advance for this Election Sub-meeting:**

<https://us02web.zoom.us/join/MRqoyUg1RHSZdoCOs0tj3A>

**SUB MEETING – MAINTENANCE TRADES ONLY (2-Year Term) – Register in advance for this Election Sub-meeting:**

[https://us02web.zoom.us/join/Ow2YBbMQRgSTMHC83Gd\\_XQ](https://us02web.zoom.us/join/Ow2YBbMQRgSTMHC83Gd_XQ)

**SUB MEETING – SCHOOL & COMMUNITY SUPPORT ONLY (1-YR Term)– Register in advance for this Election Sub-meeting:**

<https://us02web.zoom.us/join/LnQAKyr3T3Ke6CFwHlZ4Kg>

**SUB MEETING – STUDENT SUPPORT ONLY (2-Year Term)– Register in advance for this Election Sub-Meeting**

<https://us02web.zoom.us/join/YMbYtTCwRAOj2as-yb9kQ>