

CHRONICLE

CUPE LOCAL 728

Volume 52 – Issue 5
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May 2025
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728 HOLDING SOCIETY MEETING **AND** **GENERAL MEMBERSHIP MEETING**

May 21st, 2025 - HYBRID

We will be holding our *728 Holding Society Annual meeting prior to the GM at 7:30 p.m.* The May 21st *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/join/zoom/register/LOXFTWRRTkeV39kva5GTHg>

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 – Cale Hufsmith.....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

AGENDAS

All Motions must be submitted in writing

728 HOLDING SOCIETY AGENDA (7:30 P.M.)

There are a total of nine (9) 728 Holding Society Directors: The President of CUPE 728, four (4) elected Executives and four (4) elected Members from the floor.

- President – Tammy Murphy
 - Four (4) elected Executives from the May 7, 2025 Executive meeting as 728 Holding Society Directors are: Cassie Deezar, Allan Henricks, Shannon Levinsky, Theresa Pidcock.
1. Nominate and elect four (4) Members from the floor as Directors to the 728 Holding Society.
 2. Nominate and Elect the Chair for the 728 Holding Society Committee.

GENERAL MEMBERSHIP MEETING 8:00 P.M.

1. Elect ten (10) Delegates to attend the CUPE National Convention in Toronto from Oct 6 – 10, 2025.
2. Elect one (1) Trustee for the 3-year term April 2025 – 2028.

CUPE BC – Aubrey Burton/Reg Ford Memorial SCHOLARSHIP. Application due **July 31, 2025**. Please visit their website for more details
<https://cupebc.ca/forms/abrf/>

CUPE 728 SCHOLARSHIPS Application for the CUPE 728, Thomas G. Ellis Memorial, Indigenous and random draw scholarships is on page 6 of this chronicle. Applications are due no later than **Sept 26, 2025**.



PRESIDENT

I would like to share my condolences with the Filipino Community and the families that have been affected by the tragic event that took place at the Lapu-Lapu celebrations. This was a terrible event that shows us that we need to address and take mental illness very seriously.

Thank you to all who came out to the elections on the 12th, we appreciate you taking the time to share the direction that our local goes. I appreciate the patience you all had with the process. I would like to congratulate our returning and newly elected executive.

30 minutes prior to the May GM, we will be holding the annual 728 Holding Society Meeting. Our June GM will be the meeting where we elect our committees. Reminder that our Bylaws have changed, and we will have 2 new seats on the Bylaw Committee, 1 for a person who identifies as indigenous and one who identifies as racialized. Come out and get involved 😊

April was a very busy and stressful month, and I am glad to see it's done. Here's to a calmer and more rewarding May filled with fresh opportunities and renewed energy. May you all find some peace and joy this month.

In solidarity, Tammy Murphy

1st VICE PRESIDENT

April has proven to be a hectic month for us. We are currently in the process of preparing a presentation for the Trustees. This month, we hosted the Red Dress March at Bear Creek Park, participated in the CUPE BC convention, held our elections (congratulations to all), and had discussions around contracting and the contracting-out campaign. We have also addressed step 2 and step 3 grievances and are now awaiting responses from the employer.

As you know, we file grievances when we believe there is a violation of the collective agreement, for example, excessive discipline. Disciplinary actions must align with the principles outlined in the William Scott arbitration and follow a progressive approach. There are several factors to consider regarding progressive discipline under William Scott. For the Union to effectively assist members facing disciplinary action, we need to have all facts about the discipline. If you find yourself facing disciplinary action from the employer, please remember that the Union is here to support you. We will help you navigate the details and ensure that the employer upholds the principles of progressive discipline.

I understand that this can be a particularly stressful time for all CUPE members, and it might be tempting to voice job-related frustrations at work. However, I encourage you to exercise caution when having these discussions, as they may be overheard by supervisors or principals, potentially leading to discipline. Those of you who work in the classrooms cultivate relationships with parents when working closely with their children. It is understandable that sometimes you would want to share job-related concerns with parents and vice versa. You must

keep these conversations positive and unrelated to work. Any questions or concerns from parents should be directed to your teacher or principal. Sharing information that could create a toxic environment can result in complications for both you and your co-workers. Should you require assistance with workplace issues involving management, please do not hesitate to reach out to your shop steward; they are very knowledgeable and can offer valuable guidance.

I hope everyone had a great Easter weekend and had time with family and friends.

In solidarity, Theresa Pidcock

MAINTENANCE TRADES

Thanks to all who participated in both our National and Union elections. It's important to have our voices heard and voting is a large part of that. Lots going on, mostly contracting out, as everyone is doing an excellent job at not getting in trouble, yay us! May is shaping up to be pretty busy with some training, hopefully you got some good use out of our professional day. Be safe out there.

In solidarity, Blair Hofer

MAINTENANCE NON-TRADES

First, I would like to thank everyone who showed up to vote. There were some hiccups with Zoom which caused frustration on all sides, but we muscled through it. Thanks again for electing me. I was a shop steward a few years ago so I have an idea of what the job entails but I have a lot of catching up to do. Just in my first couple weeks I have been pulled into multiple meetings. I already have a number of meetings scheduled for May and have signed up to training/education courses with the other Executive.

Second, I would like to thank Liam Hawthorn for all of the hard work he put in for his term in this role. I understand the stress that comes with it, and it sounds like there were some very difficult issues to sort out. Thank you, Liam!

Last, If I don't have much to report on future chronicle reports I intend on using this platform for some Hard Truths. There are many things that members believe is within the power of the CUPE728 Executive to resolve that may not be. I feel these beliefs lead to distrust of the Executive as a whole as if we aren't working our hardest when we actually put many volunteer hours into trying to fight things out of our means.

Until next time and In Solidarity, Cale Hufsmith

COMMUNICATION OFFICER

Thank you to everyone that came out to 728's elections. While we had some hic-ups, know that we are working behind the scenes to make this process much smoother for the future. I would also like to thank all our members who took the time to get out and vote in the Federal election. Voting for me is something that is so important and I truly feel we are very lucky to have the opportunity to do this. Thank you to the all the 728 volunteers that went door knocking as well.

At the Red Dress Event at Bear Creek Park, I was honored to be chosen to be a witness and speak on what I heard and what steps I can do going forward. It was a well-attended event, and I was grateful to be present.

You may have noticed that we have started a '728 Highlight' on our social media. If you have just been married, completed a post-secondary course, adopted a new pet, won an award or wanted to share an amazing event in your life, we want to hear from you! Don't be shy. 728 is made up of wonderful members and we want to highlight our members. Email commofficer@cupe728.ca

In solidarity, Marcey Campbell

CARETAKERS

Namaste Caretakers, I would like to thank you all that were able to take time out of your lives to join and give me the privilege to represent you, as your Executive Shop Steward. I will continue to work to make sure your voices, concerns and grievances heard by the executive and acted upon accordingly as well as being a strong voice for you throughout the Bargaining process.

No matter what happens to you until now, use the experience of the life only to upgrade your life not degrade. If crap is thrown at you, learn to transform that crap into manure and bloom like a wonderful fragrant flower, leaving whatever past moments dead and non influential on your life. If your take this point watch how your garden of thoughts will flourish with wisdom and not hurt the way it was intended. #MentalHealthAwarenessMonth

I will be hosting a Hybrid unit meeting on May 31st, 2025, with Elections for 2 Shop Steward positions. Stay tuned for Lunch and Learn zoom sessions starting soon!! **Pre-register for meeting** https://us02web.zoom.us/joining/register/Fh_xg9vaRJa8sHcscQbPnA

In solidarity, Edward Parsotam

CLERICAL

Hello all! We are in the home stretch for all 10-month members! Hang in there! Well, we just wrapped up a Federal Election on April 28, 2025. This was a tough one. A lot of CUPE members were walking with candidates and worked tirelessly into the evenings after work door knocking and on weekends too. For those who say there is no place for politics in the union, I want you to know that if it were not for working with a friendly government (Provincially) we never would have received the 13.5% we got last round of bargaining. It was the most we have ever received in a 3-year term.

Different levels of government have different portfolios, and I am grateful that the Federal NDP pushed for fair pharmacare, dental and diabetes medication coverage and achieved it! We may not agree on politics, but the union has always had deep roots. We work hard for all workers. Whether you are union or not. Bringing in 5 days paid sick leave provincially. If you have parental rights? Thank the Postal Workers. I could go on, trust me. What do we want as workers? Support for our families and workers. This is universal I am sure no matter where you stand.

Let's all just stand together to get the best that we can for each other and our families. After all, the one thing I do know is that "Our Voices United Can Never Be Divided". Remember to be kind to yourselves and each other.

In solidarity, Shannon Levinsky

IESW SECONDARY/SPAREBOARD

Happy May!! 🌻🌸 Thank you for your continuous support & re-electing me as Shop Steward for Secondary/SpareBoard.

Please keep checking our CUPE 728 Website & Facebook page as well as your e-mails (personal/district) for all the up-to-date info for the upcoming Posting/Placement & Bumping Meeting.

We will be having a **Unit Meeting on June 5, 2025 at 4:00 p.m.** <https://us02web.zoom.us/joining/register/BWxW2MF7T2-MKIFzx11R-w>

I know this is a challenging time of the year. Don't forget to check in on one another.

In solidarity, Amanda Williams

IESW ELEMENTARY

Happy May! I'd like to start off by saying thank you to everyone who was online April 12th for voting. Thank you for allowing me to once again represent you, I look forward to everything we will accomplish this year. April was a busy month with the federal election being held. I spent many evenings out door knocking across the lower mainland and connecting with voters. While the election didn't play out as I hoped, I am proud of all the people who showed up and voted. I'd also like to thank the membership for sending me to the CUPE BC convention in Vancouver from April 30th – May 3rd, 2025.

In solidarity, Cassie Deezar

STUDENT SUPPORT

Hi everybody thank you so much for your support. I really appreciate you having me back as your representative for another year. It's been a busy few weeks with lots of calls about back to work and conflict in the workplace. Please call me before you go into any meetings with admin or HR, and I'll make sure that you're represented. Also, please be mindful of others. We do no harm.

It's been a real honour to be part of convention, I was on the member verification committee, which was a great honour to be on and convention was amazing. Thank you to the membership for voting for me to go. I will have a report for next month's Chronicle on how the convention went.

In solidarity, Nora Hooper

IMPORTANT UP COMING DATES

June 20 – 24 CYCW Posting opening/closing
June 25 – IESW postings posted online
June 27 IESW posting Meeting
Aug 6 – IESW Bumping meeting
Aug 12 – IESW placement meeting

SECRETARY TREASURER

Hello members, I would like to open with a very happy thank you for my re-election, I look forward to continuing to serve Local 728 members. In April we had 50 members initiated, 4592 that paid dues with 1389 at full time 37.5 hours.

You regularly hear me discuss our financial situation at the general membership meetings so I will take this opportunity to expand on our benefits.

What happens when I become eligible for benefits?

To be eligible, you must:

- Work a minimum number of hours per week
- Have completed the waiting period, and
- Be “actively at work” on the eligibility date.

When you become eligible to receive benefits the following steps will be taken:

- The Benefits Administrator will direct you to ***the PEBT Benefits Enrolment Form***
- You must complete and sign ***the form then return it to the School District Benefits Administrator.***
- The Benefits Administrator advises you of the benefits you are eligible for and the effective date for each benefit.

What happens when I am considered a late applicant?

Employees who do not complete and sign the PEBT Benefits Enrolment Form within four months of the initial Eligibility Date will be considered a late applicant.

For basic life and extended health: If you are considered a late applicant, you must provide satisfactory medical evidence of insurability to the benefit provider prior to becoming eligible for coverage. To become eligible for coverage, the following steps must be taken:

- You must complete the Evidence of Insurability Form and submit it to the benefit provider.
- The benefit provider will send the school district a letter stating whether you have been approved or denied coverage. Once the letter has been received, the administrator can enroll the member using the administration system with the effective date stated in the letter.
- Your coverage commences when formal written approval is received from the benefit provider(s). Retroactive premiums to the effective date of coverage may be required.

For dental: If you are considered a late applicant, the effective date of your coverage will be based on whether your district requires you to submit a dental declaration for approval or if there is a dollar amount restriction for your first year of coverage. Your Benefits Administrator will advise which dental late applicant rules apply to your plan. Based on these options, the following steps must be taken to become eligible for coverage:

- The district administrator may send a dental declaration form, once the completed form is received the provider will send the school district a letter stating whether you have been approved or denied coverage.

- If approved, the effective date and extent of the coverage available will be the 1st of the month following approval by the provider.

What happens when I take a leave of absence?

PEBT Benefits may be continued during a leave of absence. Your School District Benefits Administrator will provide you with details about which benefits can be continued and for how long.

If you decide to take a leave of absence of more than 31 days, the following steps must be taken:

- You must complete the ***Notice of Leave Form*** for an upcoming leave of absence of more than 31 days, indicating the type of leave you are taking (i.e. Maternity Leave, Parental Leave or other paid or unpaid leave). Please note that if your leave from work is due to sickness or disability, this form is not required.
- The Benefits Administrator sends the completed Form to Pacific Blue Cross (PBC) and files it in the member's personnel file. Please ensure the form is fully completed, including ID and group number.
- If you are waiving benefit coverage while on a leave of absence you must also complete and sign a ***Waiver of Coverage Form*** and return to your Benefits Administrator.
- The Benefits Administrator will file the ***Notice of Leave Form*** and ***Waiver of Coverage Form*** (if applicable) in the employee's personnel file.

Unpaid Leave of Absence:

Coverage for certain benefits may or may not be continued during unpaid leaves of absence as described in the district's Collective Agreement or school board policy. However, LTD cannot be continued for any unpaid leave of absence that exceeds 31 days. Following an unpaid leave of absence of more than 31 days, your LTD coverage will be reinstated only after you return to work and complete the waiting period of 3 consecutive months of active employment. Please contact your School District Benefits Administrator for more information.

SD36 summary of benefits:

More details can be found here: <https://www.pebt.ca/school-district/school-district-36/>

In Solidarity, Cory Hyslop, Secretary Treasurer

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 at L.A. Matheson Secondary school in the theatre from 10:00 a.m. – 12:00 p.m. A registration link will be posted on the CUPE728 website: www.cupe728.ca.



CUPE 728 ELECTION RESULTS

CUPE 728 held our annual elections on April 12, 2025. Congratulations to the below Electees!

Executive Positions

1st Vice President (2-year term)

Theresa Pidcock

Secretary-Treasurer (2-year term)

Cory Hyslop

Executive Shop Stewards Positions

Caretaker (1-year term)

Edward Parsotam

Clerical (2-year term)

Shannon Levinsky

IESW – Elementary (1-year term)

Cassie Deezer

IESW – Secondary/Spareboard (2-year term)

Amanda Williams

Maintenance Non-Trades (1-year term)

Cale Hufsmith

Maintenance Trades (2-year term)

Blair Hofer

School & Community Support (1-year term)

Allan Henricks

Student Support (2-year term)

Nora Hooper

Communications Officer (1-year term)

Marcey Campbell

Executive-at-Large One (1-year term)

Debra Merrier

Executive-at-Large Two (2-year term)

Des Caines

Sergeant-at-Arms One (1-year term)

Sheila Simpson

Sergeant-at-Arms Two (2-year term)

Jayne Baggott



CUPE 728 would like to acknowledge, with gratitude and sorrow, the tragic losses resulting from the violent incident that happened at the Lapu Lapu day festival. Our heartfelt condolences to families, friends, and members that have been affected by this devastating event. Our thoughts are with all of those that are grieving during this difficult time.

Victim Services are available: call or text 1-800-563-0808. Crisis lines are available 24/7 if you need to talk: [Crisis Centre BC](#), [BC Crisis Lines Network](#)

Don't forget, the Wellness Bingo is going on from May 5th to May 30th. Check out SD36's April 29th and May 6th Weekly Memo for info on how to play. Seven winners will receive a \$20 gift card to Tim Hortons or Starbucks. The SUPER BINGO grand prize winner will receive a \$60 gift card to their choice of Tim Hortons or Starbucks. Thank you to the Wellness Working Group for setting this up for all our members.

PENSION SEMINAR

Date: June 7, 2025

Time: 10:00 a.m. – 12:00 p.m.

Location: L.A. Matheson

A link for registration will be posted on the CUPE728 website: www.cupe728.ca

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.

**Laura M. – sympathy Carole M. – sympathy
Tammy A. – sympathy Casey G. – sympathy
Rasbir S. – get well**

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.



APPLICATION

THOMAS G. ELLIS MEMORIAL SCHOLARSHIP

AND

CUPE LOCAL 728 SCHOLARSHIPS

The scholarships are offered to Local 728 member's children graduating from Grade 12 in June 2025.

*I am applying for the following Scholarships: **Please check box(s) below that you're applying for***

The Thomas G. Ellis Memorial Scholarship for two thousand (\$2,000) dollars

CUPE Local 728 Scholarship for one thousand (\$1,000) dollars

Two (2) one thousand (\$1,000) Scholarships for students who identify as Indigenous

Two (2) five hundred (\$500) dollar scholarships to be awarded by random draw
(exclusive of the successful recipients of the two preceding scholarship awards).

Applications should be submitted with written notification of acceptance from a post-secondary educational facility, accompanied by a transcript of your marks as received from the Ministry of Education in Victoria and the completed form below, not later than September 26, 2025.

Return to: office@cupe728.ca

NAME OF APPLICANT

PARENT/GUARDIAN

ADDRESS

TELEPHONE NUMBER

BIRTHDATE

SCHOOL ATTENDED

UNIVERSITY/COLLEGE APPLICANT PLANS TO ATTEND

DEGREE/CERTIFICATE SOUGHT

