

CHRONICLE

CUPE LOCAL 728

Volume 52 – Issue 9
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Nov 2025
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GENERAL MEMBERSHIP MEETING **November 19th, 2025 - HYBRID**

The Nov 19th 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/meeting/register/nGhvJ-qzTCy508FXxc-a0w>

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
Sheila Simpson.....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

AGENDA

- 1) 2026 Budget presentation and Vote
- 2) ***Elect*** an Executive-at-Large Two
- 3) ***Elect*** one (1) Constitution & Bylaw Committee member
- 4) ***Elect*** one (1) Sick Bank & Benefit Fund committee member for remaining term Oct/23 – Oct/26
- 5) ***Notice of Motion:*** To make the 1st VP position a seconded position using the same language and pay as the Secretary-Treasurer LOU.
- 6) ***Notice of Motions: Bylaw changes***
 - SECTION 8. DUTIES OF OFFICERS
PRESIDENT
1ST VICE PRESIDENT
 - SECTION 6. OFFICERS
 - CHANGE LOG FOR NPO EDITS
 - INTRODUCTION
 - SECTION 2. OBJECTIVES
 - SECTION 8. DUTIES OF OFFICERS
TRUSTEES
 - SECTION 10. NOMINATIONS, ELECTION & INSTALLATION OF OFFICERS
ELECTIONS
 - SECTION 11. FEES, DUES AND ASSESSMENTS
INITIATION FEES
 - SECTION 18. AMENDMENTS

A separate document with the changes will be emailed out to the membership as well as being posted on the CUPE 728 website.

www.cupe728.ca

PRESIDENT

Well, here's to November, filled with important union events. In October, I had the privilege of attending the National Convention. It's an excellent opportunity to learn what is happening in other sectors throughout the country. National Convention is very different than Provincial Convention because the focus on provincial is much more localized. It was again an amazing experience, and I am grateful to our local for making this opportunity possible.

General Membership Meetings (GMs). Our GMs are typically the 3rd Wednesday of every month. They alternate between 6:00 and 8:00 p.m. and are hybrid meetings. Our GMs provide vital information and keep members informed and give the opportunity to participate in union decisions that affect the whole local and current issues that are also taking place. Member participation ensures our collective voice guides the union's future direction.

This month's GM will include important discussions about updates to our bylaws as well as the upcoming annual budget. This ensures transparency and allows you, the membership, involvement in the Union's direction.

Remembrance Day and National Aboriginal Veterans Day are fast approaching and we hope everyone will take the opportunity to attend an event or spend time reflecting on the importance of these occasions. On the 11th of November, I will be joining other executives in Cloverdale to lay a wreath, honouring the memory and service of all veterans. I hope you can make it there to join us.

Provincial Bargaining continues, eagerly anticipating new meeting dates. K-12 is independent in bargaining, surrounding developments influence our table. Once provincial bargaining is done our local will quickly be hitting the local table. I know your bargaining committee is excited to move forward with this. Please follow our social medias for up-to-date Provincial Bargaining updates.

I am looking forward to attending CLC Winter School this year though I normally take a more legal based course, this year, I have chosen a course focused on WorkSafe, aiming to gain deeper knowledge to better understand and support our members.

In solidarity, Tammy Murphy

THANK YOU FOR ELECTING US TO ATTEND THE CUPE NATIONAL CONVENTION



1st VICE PRESIDENT

October was eventful. Thanks to members for supporting me to go to CUPE National Convention.

At the convention, some of the resolutions that passed included:

- Lobbying all levels of government for accountable public funding for post-secondary education.
- Urging the federal government to pass a national Post-Secondary Education Act.
- Creating resources for chapters to raise awareness and oppose cuts affecting post-secondary workers.

Unfortunately, the proposal to add five Diversity Vice-Presidents—representing 2SLGBTQI+, Francophone, Workers with Disabilities, Women, and Young Workers—to the National Executive Board was defeated, highlighting the need for ongoing efforts toward leadership diversity in CUPE.

I also attended the first meeting of the Women and Gender Equity Rights Committee for CUPE BC on October 22, 2025, and I am honored to serve again as co-chair.

I have been working on grievances for step 2 and step 3 meetings coming up in November. We currently have 22 grievances, 4 are in arbitration with our lawyer, Our National Rep is working on a few to determine next steps. The rest are at step 2 or step 3.

In solidarity, Theresa Pidcock

SCHOOL AND COMMUNITY SUPPORT

October has been a very busy month. I want to thank the membership for sending me to the CUPE National Convention in Toronto. I was able to network with others within our union. I found that we are all facing common issues of funding, violence in the workplace, and mismanagement within the education sector. The biggest resource the governments need to work on is to retain and employ the quality staff that we have. The governments also have to make a living wage for everyone not just for those at the top.

I just want to remind everyone to take their breaks when they are breaks. This does not mean taking breaks while you are in transit from job sites. Please take your breaks in a staff room so that you are taking them properly. If you are travelling to 2 different sites during the day this should be on paid time not during your breaks. These breaks are for you to recharge your batteries throughout the day. If you have any questions or concerns, please reach out to me.

In solidarity, Allan Henricks

CUPE 728 BYLAWS

<https://cupe728.ca/wp-content/uploads/sites/168/2025/06/Bylaws-L728-Approved-Update-July-8-2024.pdf>

COMMUNICATIONS

I would like to do a big THANK YOU for the entire bargaining committee that has and will be working around the clock to ensure that there will be positive changes to our Collective Agreement. As a reminder, the bargaining committee does not get paid anything extra to work long hours. If you are new or haven't been to a member meeting, the next one will be Nov 19th at 8:00 p.m. You can come to our new office (152nd/66th) where we will feed you, or you can attend on Zoom. Send your Email through the website or office@cupe728.ca so we can send you the link to the member meeting.

Thank you to those Shop Stewards that put on meetings for their departments. These are great meetings to attend so that you're always informed on what's going on in your department.

In solidarity, Marcey Campbell

CARETAKERS

Bula,

As we move through the fall season, I want to thank everyone for your continued commitment to keeping our schools clean, safe, and welcoming. October has been a steady month, and I truly appreciate the professionalism and teamwork across all sites.

This has been a slower part of the season, resulting in fewer callouts. If you are away for *more than three consecutive days*, please contact me directly. Open communication helps us support one another and maintain fair scheduling.

Let's continue practicing respectful communication. Positive and solution-focused conversations create safer and more supportive workplaces. Safe conversations lead to safe answers and resolutions. Please remember that *requests* can come from administration, but *directions* must come from Assistant Managers or Head Caretakers. If anyone else attempts to redirect your work, contact your Assistant Manager for clarification.

On *November 5th*, I will attend a workload committee meeting with Service operations managers to discuss concerns many of you have raised. Updates from that meeting will be shared at our *next Caretakers' Unit Meeting on Saturday, November 8th, 2025, at 10:00 a.m.* at the Union Office.

As we head into November, please stay mindful of changing weather conditions and safety risks such as wet floors and icy areas. Let's continue looking out for one another and maintaining our strong safety culture.

Thank you for your dedication and teamwork. Together, through communication, respect, and solidarity, we keep our workplaces safe and united.

In solidarity, Edward Parsotam



MAINTENANCE TRADES

Ebase.... here we go. In recent meetings had with the employer it has been brought into the light that your entries into the ebase system are being used as a form of tracking for disciplinary potential.

First, know that the executive can and will be going over this potential use and secondly know what you can do to help yourself. Every entry into ebase is time stamped which means if you finish a job and fill in ebase as the employer wants you to it is added to the database.

So, if you are at first coffee and you have 6 hours of work logged into ebase already the employer sees 6 hours logged but technically only 2.5 hours of available time to have been, ergo the problem. If you've done a task and feel its done but haven't returned to the yard to restock or remove waste from said job, then maybe hold off on doing the ebase until all work pertaining to the job is done. I have made HR aware of the fudging of time to account for this when a work order is closed but, on a screen, they can't seem to figure it out. The employer asks that ebase be filled when the job is done, so protect yourself and when the job is DONE.

Be safe.

In solidarity, Blair Hofer

CLERICAL

Hello all!!

I want to thank the membership for voting for me to go to CUPE National Convention this year. I was nominated for the Grace Hartman Award this year and was blown away when I received a call from Mark Hancock CUPE National President to tell me that I had won the award. They presented the award to me on Wednesday, October 8th at Convention, where I accepted with heartfelt gratitude and quite a few tears.

For those that don't know, Grace Hartman was the first female leader of a major Labour Union in North America and was our president from 1975 -1983. Grace Hartman wasn't just the first female leader of a major union in North America — CUPE — she was also a woman of unwavering principle. At the age of 62, she was jailed for 45 days for defying a court order to end an illegal strike by Ontario hospital workers. She refused to order the workers back to work, standing with them and saying that workers must have full collective bargaining rights. This reminded me of what Mark Hancock recently did when the Air Canada workers were legislated back to work. Thankfully, the parties returned to the table and reached an agreement — so Mark didn't have to go to jail! (Thankfully!) But it highlights something critical: The right to strike is a basic right for ALL workers. This brings me to another critical point! The Alberta Government just ordered the teachers back to work. This is unacceptable!! We as workers have the right to bargain and the right to strike! This is why we make good choices when voting!! We need governments in place for the WORKING CLASS, not the 1%! We need governments that we

can talk to and not be forced back to work. So, when people say there is no room in the union for politics, I disagree! We need WORKER friendly governments that will not strip away our right to strike and that will bargain with us.

Thank you to everyone for all your hard work recently with all the changes coming down the pipe. I've had a meeting with HR to discuss these concerns and suggested that there be a process that each department discusses with HR first before downloading all this extra work onto clerical members. There needs to be a process. There are also concerns about students being sent to the office. Stay tuned for an information gathering email to clerical staff so we can address these concerns as well.

Remember to be kind to yourselves and each other.

In solidarity, Shannon Levinsky

SECRETARY-TREASURER

Financial Information:

October has 5964 members, 4497 paid dues and 1402 work full time at 37.5 hours per week.

Please join us for our 2026 budget presentation at the November 19th general membership meeting.

SD36 summary of benefits: <https://www.pebt.ca/school-district/school-district-36/>

Article 4- PEBT “Did you know” article

Did You Know? Your Benefits Are There for You — Before You Need Them

Many unionized K-12 support staff only learn about their benefits during a stressful time — like a sudden illness, injury, or family emergency. But your PEBT benefits are designed to support you well before a crisis happens.

Your **Public Education Benefits Trust (PEBT)** coverage includes early intervention services, disability protection, extended health and dental benefits. Taking a few minutes now to understand what’s available can help you make informed decisions, avoid delays, and reduce stress later on.

Here are a few ways to get started:

Visit [pebt.ca](https://www.pebt.ca) to explore your benefit plan details.

Bookmark the website so you can easily find forms, contacts, and coverage information when you need it.

Learn about the [Joint Early Intervention Service \(JEIS\)](#), which offers help if illness or injury affects your ability to work — often before your sick leave runs out.

Review your [Long Term Disability](#) coverage so you know the steps if you ever need to apply.

A little preparation now goes a long way. Understanding your benefits today means you’ll be ready to use them confidently tomorrow. Visit [pebt.ca](https://www.pebt.ca) to learn more.

Absent due to illness or injury 6+ days Stats:

Month	2019	2020	2021	2022	2023	2024	2025
Jan	79	67	45	142	83	72	130
Feb	61	62	43	99	79	79	108
Mar	36	57	84	44	70	67	59
Apr	53	36	73	91	68	107	96
May	66	11	55	90	81	75	79
Jun	59	35	61	60	72	69	98
Jul	16	17	25	21	13	15	21
Aug	11	4	16	21	23	21	10
Sep	64	96	75	68	78	83	94
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	695

Month	New JEIS referrals	Return To Work	JEIS Suspensions	Transition to LTD
Jan	130	65	8	16
Feb	108	80	15	20
Mar	59	68	21	16
Apr	96	54	10	16
May	79	51	9	21
Jun	98	76	2	8
Jul	21	43	9	3
Aug	10	19	7	6
Sep	94	43	1	5

In solidarity, Cory Hyslop

IESW

Thank you to all those who attended our Unit Meeting that we had on Zoom October 30th. We had over 200 attendees! We hope you found the information that we shared useful. Please keep in mind that you MUST MUST MUST fill out incidents reports every time there is an incident and they are to be completed on paid time. Don’t let your admin or any other staff member tell you otherwise. Even if you’re on spareboard and there was an incident, the expectation is that you fill out an incident report. Please reach out to either of us if you need support with this. Also a reminder to forward your incident report to the union at healthsafety@cupe728.ca and office@cupe728.ca.

We hope to see many of you at the Children’s Holiday Party as well as the Adult Cultural Event that is happening next month. Email or call the office to get your tickets to these fun events.

In solidarity, Sheila Simpson & Cassie Deezar

COMMITTEE CORNER

INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

Observed every year on November 25, this day raises awareness about the ongoing violence faced by women and girls worldwide and calls for collective action to end it.

The day of recognitions was established by the United Nations in 1999, and it also marks the start of the 16 Days of Activism (November 25–December 10), part of the UNITE to End Violence Against Women campaign.

As a union, we stand with all those working to end gender-based violence in our workplaces and communities. Orange symbolizes hope and a brighter future free from violence, we at CUPE 728 would suggest that all members wear orange on November 25th to show our strength in support for the Elimination of violence against women!

In Solidarity, Rabia Waraich, Human Rights & Equity

MEN'S MENTAL HEALTH AWARENESS

November marks Men's Mental Health Awareness Month, a time to encourage open conversations about mental well being and to challenge the stigma that still surrounds men's mental health. This month reminds us that seeking help is a sign of strength, not weakness.

Men face unique pressures that can affect their mental health, our expectations to appear strong, provide for their families, and likeness to suppress emotions. These societal norms often prevent men from expressing vulnerability or reaching out for support. Unfortunately, the results can be serious: men are statistically less likely to seek help for depression, anxiety, or stress, and more likely to die by suicide.

Awareness initiatives like Movember help shine a light on these issues. By growing moustaches or supporting related campaigns, participants raise funds and start conversations about men's mental, physical, and emotional health. But beyond one month, it's important to continue breaking barriers and creating safe spaces where men feel comfortable talking about their experiences.

Workplaces, workplace unions, schools, and community organizations can all play a role by promoting wellness programs, offering mental health resources, and identifying supportive environments. Small actions like checking in with a friend, listening without judgment, or encouraging professional help can make a life changing difference for those around you.

This November let's remind the men in our lives that they are not alone. Together, we can build a culture of openness and care, where every man feels supported in his journey toward mental wellness.

In solidarity, Edward Parsotam and Manny Tunchez
CUPE 728 Human rights and Equity committee



National Indigenous Veterans Day is observed on November 8 each year in Canada. This day honors the contributions of First Nations, Inuit, and Métis veterans of the Canadian Armed Forces. It was first observed in 1994 and has since spread Nationwide. The day recognizes the military service of Indigenous men and women, particularly during the First World War, Second World War, and Korean War. It also acknowledges the challenges faced by Indigenous veterans upon returning home, including discrimination and unequal treatment compared to other Canadian Veterans. The day is a time for reflection, healing, and celebration of Indigenous identity within the broader Canadian military history.

<https://www.veterans.gc.ca/en/remembrance/people-and-stories/indigenous-veterans>



Lest We Forget.



*In Flanders fields the poppies blow
Between the crosses, row on row,
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.*

*We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved, and were loved, and now we lie
In Flanders fields.*

*Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies grow
In Flanders fields.*

— John McCrae (May 3, 1915)



CUPE LOCAL 728

**CULTURAL CELEBRATION
DINNER**

DECEMBER 13, 2025

Reflections Banquet and Convention center
6638 152A street
Surrey, BC

DOORS OPEN AT 5:00 P.M.

BRING YOUR STAFF I.D. TO GET IN

TICKETS: GO ON SALE OCTOBER 31, 2025

MEMBERS – \$30.00

GUESTS - \$50.00

DJ Music Cultural Entertainment

Prizes

50/50 Draw

Cash Bar

TO PURCHASE TICKETS PLEASE GO TO THE UNION OFFICE:

Union office: #209 – 6678 152 ST., Surrey

****CASH ONLY EXACT CHANGE****

TICKETS WILL BE AVAILABLE UNTIL DECEMBER 10, 2025 - 4:00 pm OR UNTIL SOLD OUT