

CHRONICLE

CUPE LOCAL 728

Volume 52 – Issue 10
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Dec 2025
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GENERAL MEMBERSHIP MEETING

December 17th, 2025 - HYBRID

The Dec 17th 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/meeting/register/ljQZ17C_RDi4lqj75uEZ4A

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



Please go to the CUPE 728 webpage and provide us with your personal email address, to do union business through. You will receive bargaining updates to that email. www.cupe728.ca

AGENDA

- 1) **Elect** an Executive-at-Large Two
- 2) **Elect** one (1) Constitution & Bylaw Committee member
- 3) **Elect** one (1) Sick Bank & Benefit Fund committee member for remaining term Oct/23 – Oct/26

CARETAKER LUNCH & LEARN

December 9, 2025 – Online Zoom
8:00 p.m. – 8:30 p.m.

https://us02web.zoom.us/meeting/register/rhCXzc_RheT-mkf3qp1_g

CUPE 728 would like to send condolences for the past year to the families of the following members:

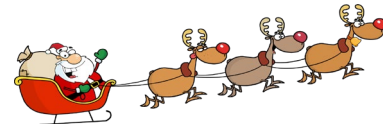
Athena Zarmakoupis Cynthia Mae Visser
Nancy Sapach Lana Iuens
Ryan Funk

From all of us at CUPE 728. May you find comfort in those around you during this difficult time. With deepest sympathy, as you remember your loved one.



Holiday Office Closure

Closed December 24, 2025 – January 2, 2026



PRESIDENT

The year has come to an end, and for those who get a winter break, please take some time to rejuvenate and rest. For those who are still working, I hope you also find moments to relax during the holidays. This season can be a joyful time for many, but it can also be difficult for others. Please remember that EFAP services are available if you need support, and don't hesitate to reach out to us.

I want to thank everyone who attended, supported, and voted during the budget process and bylaw changes at the November General Meeting. Your engagement is greatly appreciated.

For those who attended the retirement celebration, congratulations. Many did not receive the invite. The cutoff for the retirement dinner is from September to August. Thank you, Theresa, for attending on my behalf and presenting for CUPE. I was in Provincial Bargaining and could not attend.

We are continuing to bargain at the provincial table. Though we have come to an agreement on several things, we still have much to discuss, including the monetary. We will likely be back at the table in January and look forward to moving forward. Once we have completed the provincial table, we will know what we have to bargain with at the local table. I know many have asked about striking. Please know that we can not strike from the provincial table. The way that CUPE's K-12 is set up, we would need to come to an impasse at the local table, and it is always voted on by you, the members. Please do not worry about this right now. You will be very informed if this becomes more of a possibility. Stay tuned and make sure we have your personal email, because that's how you will receive this information.

For all of those who attended the Children's Christmas Party, thank you. This was the largest one in CUPE 728's history. I hope you had an amazing time. Looking forward to this year's Cultural Event, I believe it will be a unique event. Thank you to the entertainment committee for their tireless efforts on making these events a success.

For 10-month employees, accumulated vacation pay will be distributed over the break. Statutory holiday pay will be provided for Thursday, December 25th; Friday, December 26th; and Thursday, January 1st.

Hoping all who celebrate have a very Merry Christmas and a Happy New Year!! Happy holidays to all 😊

In solidarity, Tammy Murphy

1st VICE PRESIDENT

This month, we presented three Step 3 grievances and will be presenting the remaining Step 2 grievances in December. We are also in the process of possibly settling one grievance. Currently we have 24 grievances at various stages.

Over the past few weeks, we have received feedback from third parties indicating that some members are experiencing challenges at work, including interpersonal conflicts among colleagues, with management, administration, and other non CUPE staff. We understand there may be uncertainty about where to seek advice and the role of the union in providing support.

Our roles are guided by our collective agreement, and your executive team is committed to helping you navigate through it. Please do not hesitate to contact the union if you need assistance; we can only address concerns when we are made aware of them. While certain issues may fall outside the scope of the collective agreement, seeking advice or a different perspective from a union representative can often be beneficial.

We recognize that workplace demands can be challenging, and life can feel overwhelming at times. Social media discussions sometimes reflect this sense of frustration we are feeling. So please reach out to the union—remember, we are workers as well, and only by working together can we improve our workplaces and strengthen our union.

In solidarity, Theresa Pidcock

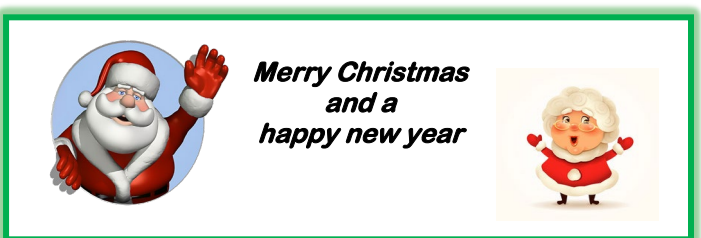
MAINTENANCE TRADES

We are still waiting to hear about our ability to have an in-person unit meeting at DFC on our Holiday and Year End meals. I made the pitch, in HR hands now.

A reminder that ALL leaves except sick must be approved. You cannot select unpaid leave as a drop-down item to save vacation/sick days for example.

Have a safe and fun holiday season with your friends and families.

In solidarity, Blair Hofer



SECRETARY-TREASURER

Financial Information:

Next years budget, January 1, 2026 - December 31, 2026, passed at the November 19th general membership meeting. Thank you to all who participated. Preparations take up much of my time so thank you to those that patiently waiting for my attentions to return to normal business.

December will be terribly busy as I prepare to close our year end financial books. December 31, 2025, is our fiscal year end which means we close out our final numbers and start the new year with the new budget. Chasing odds and ends begins now working to make sure all of 2025's cost are accounted for prior to December 31, 2025. Any member that has any money owing to them for receipts or union business must submit their expense reimbursement requests asap.

Dues Report:

On approximately the 10th of each month we received the dues deposit from the employer for the previous month.

October 31, 2025, SD36 dues report shows:

- 5481 unique employee numbers
- 91 newly initiated members
- 4669 total members that paid dues
- 1282 have a 37.5-hour work week

JEIS - PEBT - Absent due to illness or injury 6+ days Stats:

As at our JEIS meeting November 18, 2025:

- 132 members are on total and permanent disability leave
- 130 members are absent & within the first 120 days prior to LTD leave
- 101 members are currently receiving LTD benefits on leave
- 19 members are on WCB leave

In October we had:

- 94 members referred to the JEIS benefits program
- 55 members returned to work after a 6+ days or longer absence
- 6 members JEIS suspended
- 10 members transitioned too LTD

Our benefits are available and explained in depth here:

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

and our collective agreement (between the employee and the employer) is available at www.cupe728.csa under the resources tab.

In solidarity, Cory Hyslop

STUDENT SUPPORT

Hi Everyone,

We are down to the last few weeks before a well-deserved holiday break. It has been busy with calls, emails, and a few meetings. We also had a bylaw change, and I will now be representing more IESWs as well as the previous Student Support group.

In November I was fortunate enough to attend a weeklong training in Nanaimo and learned more about the warning signs of contracting out and how it affects us all. It was a very interesting and beneficial course, and I look forward to using these new skills.

I have had several calls about wanting to drop out of one school and pick up another. I won't say it is impossible, but the district is extremely unwilling to look at this as an option. When postings come out at the end of the year, please think carefully about both schools you are posting for. Please don't select one you love, and plan or hope to drop/change the other.

If you are returning to work from extended sick leave, please remember that it will take a few days once you have notified Health Services and Desjardins of your ability to return to work. This is especially true if you are returning with accommodations that need to be put in place. Please reach out if you need some guidance through this process.

I hope you all have a wonderful, restful, and happy break and look forward to helping you this month and in the New Year.

In solidarity, Nora Hooper

IESW

Wow! It's hard to believe that Term One of this school year is almost finished!

We want to remind you all to keep filling out incident reports and do not let any other staff member or admin tell you otherwise. It is YOUR RIGHT! Also did you know that you can also report incidents of bullying and harassment? This can be towards another CUPE member, teacher, admin, parent. Keep in mind that others can also file one against yourselves and you may get no indication that it has happened until management/supervisor speaks to you. Please feel free to reach out to either of us if you need help with navigating through this process.

We hope to see many of you at the Adult Cultural Event December 13. Your entertainment committee has spent a lot of time organizing this fun evening.

Lastly, please take care of yourself and have an amazing enjoyable restful winter break. You all deserve it!

In solidarity, Sheila Simpson and Cassie Deezar

2ND VICE PRESIDENT

Hi everyone,

I thought I'd take some time and explain why everyone should always fill out an incident report. Most members never see the other side of where your incident report goes and what happens to it. Your incident report is used in several ways these include statistics through the WorkSafe Monthly Employer Reports. That monthly report breaks down all those reports into incident types, time lost claims, return to work and costs associated with those claims.

Unfortunately, this past September we suffered considerable high violent incident levels. We usually have around 300 incidences per month. This past September there were over 500 incidents.

Additionally, that report also compares the District against other comparable Districts and gives total cost to the District.

The WorkSafe Monthly Employer Report is not the only place your incident report ends up, your Union also gets the Monthly CUPE incident Report, the report lists every incident that has occurred. That report is broken down by us and what type of incident occurred. Your Union uses that report to review any incident that was reported as violent.

Again, both reports are used by your Union to present that information back to the District to support the Union's position around violence in the workplace.

Those are just a few of the ways your incident report is used. While most members think that once your report has been submitted that's it. That's just not that case your Union is always looking.

Thanks Members, please fill out your Incident Reports!

In solidarity, George Hardy

HAPPY HOLIDAYS



CARETAKERS

Happy December caretakers!

This time of year brings colder weather, increased activity and important dates so please take the moment to review seasonal health and safety reminders. As temperatures continue to drop, we remind you to dress warmly to work as during our duty sometimes may require outdoor work. Wearing layers of clothing helps and wearing slip prevention footwear will assist with footing in the presence of ice or frost.

Communication remains extremely important during our work shifts. Please be sure to check in with your sites Head Caretaker and acknowledge those in charge if taking breaks outside of designated break rooms. Please check your emails regularly for instructions from assistant managers and weekly memos. This should be done during work time.

The Bright Futures survey that was presented last year is due to be completed. Please take time during your workday to log on and fill out the survey to completion. The surveys should take up to an hour to complete so you can break them up into sections per day.

On behalf of the 728 executives, we are working extremely hard on focussing our thoughts on bargaining as it continually is being pushed back, we remain committed to keep you informed to the best of our ability.

Thank you all for your continued support, and we wish you all a very happy holiday season.

In solidarity, Edward Parsotam

CLERICAL

Hello everyone!!

We are almost there!! It is definitely time for a break this year with all the added work and new procedures for clerical in preparation for the audit. It's been a really busy time with a lot of members reaching out with many questions and concerns. Especially with "moving staff back in office" instead of working from home.

I just wanted to take a minute to let you know that I appreciate you all. I see you and the extra work you have been doing!! It does not go unnoticed.

Wishing you all a relaxing holiday season! Hoping you get to spend some time with family or friends or both, enjoying each other's company. Merry Christmas and all the best in the New Year!

In solidarity, Shannon Levinsky

COMMITTEE CORNER

Education Committee

The Education Committee would like to remind everyone that **INCIDENT REPORTS ARE TO BE DONE ON ESS ONLY!** What happens after you fill one out?

- Forward your incident report to healthsafety@cupe728.ca and send one to the union office office@cupe728.ca. If you forget, you can always send it as soon as you remember
- Let your CUPE H&S site rep know you filled out an incident report ASAP
- Let your Admin know you filled it out (you can email it in if you had to leave work) ASAP
- Your Admin MUST do an investigation with you and your CUPE Rep within 3 days (this is **LAW!**). Contact your Shop Steward if this does not happen.
- Your CUPE 728 H&S rep does a separate investigation and can talk to you, if needed.
- If you missed work (or think you will) or had to go to a medical practitioner (or think you will), contact WCB 1-888-WORKERS. Plan to be on the phone for about 30 minutes.
- If you had to buy over-the-counter medication, send in your receipts to WCB for reimbursement (even if you didn't miss work, you can still do this). You will need to contact WCB first to start a file so that you can send in your reimbursements. Yes, you can

get reimbursed for ice packs, Advil, slings, braces, Robaxacet, etc.

- You cannot get in trouble for filling out an incident report. In fact, reporting unsafe situations is part of your job.
- Contact your Shop Steward if you have ANY questions

Reminder, INCIDENT REPORTS ARE TO BE DONE ONLY ON ESS. They are not to be done on paper, on a Word Document or a Sway document. And NO ONE CAN TELL YOU NOT TO FILL ONE OUT!

In solidarity, Allan Henricks, Laura Hagar-Gaube and Marcey Campbell

Human rights committee

As CUPE 728 members, we can play an important role in supporting global justice and standing in solidarity with communities facing instability and hardship. Understanding the impacts of sanctions, political unrest, and economic crises helps us speak up with knowledge and compassion. Sharing accurate information within our workplaces and

communities can counter misinformation and build awareness. Our union can participate in or contribute to reputable humanitarian campaigns that provide food, medical supplies, and essential aid to affected regions both near and far.

We can, support broader international solidarity efforts by using our union committees to help call on governments to respect international laws and uphold human rights to pursue diplomatic solutions to reduce suffering rather than intensify.

728's Human Rights And Equity committee has a long tradition of supporting workers and families worldwide. By sharing information about awareness campaigns and having emotions at meetings for participating in partnerships with international labour organizations, we can amplify the message. All people's deserve dignity, safety, and opportunity.

CUPE Local 728 members, our voice matters by staying informed, compassionate and engaged we can help ensure that solidarity expands beyond our work sites and into global community.

Please have a look at the articles on the Human Rights and Equity webpage from its members Manny Tunchez, Rabia Warich and Rasbir Sanga.

In solidarity, Edward Parsotam

Welcome to your EAP

Feel supported and connected with a confidential Employee Assistance Program (EAP) and innovative wellbeing resource. Life can be complicated. Get help with all of life's questions, issues and concerns with TELUS Health. Any time, 24/7, 365 days a year. We offer support with mental, financial, physical and emotional wellbeing. Whether you have questions about handling stress at work and home, parenting and childcare, managing money, or health issues, you can turn to TELUS Health for a confidential service that you can trust.

 Life <ul style="list-style-type: none">- Retirement- Midlife- Student life- Legal- Relationships- Disabilities- Crisis- Personal issues	 Family <ul style="list-style-type: none">- Parenting- Couples- Separation/divorce- Older relatives- Adoption- Death/loss- Child care- Education	 Health <ul style="list-style-type: none">- Mental health- Addictions- Fitness- Managing stress- Nutrition- Sleep- Smoking cessation- Alternative health	 Work <ul style="list-style-type: none">- Time management- Career development- Work relationships- Work stress- Managing people- Shift work- Coping with change- Communication	 Money <ul style="list-style-type: none">- Saving- Investing- Budgeting- Managing debt- Home buying- Renting- Estate planning- Bankruptcy
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Employee Assistance Program

Feel supported, connected and rewarded every single day with expert advice, recommendations and referrals from a confidential Employee Assistance Program (EAP), and convenient access to online resources and tools.

1. Download the TELUS Health One app or visit one.telushealth.com.
2. Enter: Your work email address
3. Click "Next" and you will be redirected to single sign on for your organization.

 **TELUS[®] Health**

Your confidential *Employee Assistance Program (EAP)*, And resources to support your mental, physical, social, and financial wellbeing

CONTACT TELUS HEALTH ANY TIME, 24/7, FOR SUPPORT:

Call: 1-888-625-1136 Online: onetelushealth.com



FROM YOUR CUPE728 EXECUTIVE,
HAPPY HOLIDAYS

CUPE728



Missing: Cale Hufsmith

Beck

David

~~Cassidy~~

Marcey
Campbell

M. Hardy

Don

Allan Herricks

Debra

Shannon

Karen
Nicolletti

Sheila
Simpson

James

Ally

Kristen

Nora Hooper