



TEAMSTERS LOCAL UNION No. 31

AFFILIATED WITH TEAMSTERS CANADA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
#1 GROSVENOR SQUARE, DELTA, BC V3M 5S1



NOTICE TO ALL TEAMSTER LOCAL 31 SCHOOL DISTRICT NO. 34 SUPPORT STAFF

Union Proposals

September 30, 2014

Dear Brothers and Sisters:

Bargaining Proposals have been exchanged with SD34 and Contract negotiations have begun. Please find attached, the Union's language proposals and monetary proposals that were given to management.

FRATEERNALLY,

Arlene Muñoz

Business Representative 604-504-4520

amunoz@teamsters31.ca

AM:sep 

Head Office:

#1 Grosvenor Square
Delta, BC V3M 5S1
Ph 604-540-6009
Fax 604-540-6073

Abbotsford:

200G - 33140 Mill Lake Road
Abbotsford, BC V2S 2A5
Ph 604-504-4520
Fax 604-504-4472

Nanaimo

#3 - 2480 Kenworth Road
Nanaimo, BC V9T 3Y3
Ph 250-758-1857
Fax 250-758-4365

Prince George

102 - 3645 18th Avenue
Prince George, BC V2N 1A8
Ph 250-563-5346
Fax 250-563-2379

Whitehorse

407 Black Street
Whitehorse, YT Y1A 2N2
Ph 867-667-2473
Fax 867-667-7112

TEAMSTERS LOCAL 31 – SUPPORT STAFF

SCHOOL DISTRICT NO. 34 ABBOTSFORD

NON-MONITORY PROPOSALS - 2014

Art. 7:5.4 UNION REPRESENTATIVE BUSINESS - Add New Language

Employee Orientation: The Union or designate shall have access to new hires on the date of orientation for the purpose of introduction and explanation of the Collective Agreement and procedures surrounding Teamster Health and Welfare.

Article 8:6.1 TRANSITION FROM CASUAL/ESC EMPLOYEE TO REGULAR EMPLOYEE - CHANGE

In the event that a casual/ESC employee works during a one year period, eighty percent (80%) of the annual hours

Art. 13:2.3 Overtime – No Language Change/Clarification of Language Intent

The Union will be interpreting the current language as it reads. Any “verbal” agreement that was made in the past will no longer be in effect.

Art. 15:1.2 Statutory Holidays - Delete Article

Article 15:1.3 Addition to Article

Stat Pay to be reflected as such on Employee’s pay statement.

Article 16:15.1 Leave for Personal Business - Change to Language

An employee may utilize one (1) day total accumulated sick leave credit each calendar year for personal business leave. Such time may be granted in portions not to exceed one (1) day total.

Article 16:16 Augmentation of Personal Business Leave – Delete

Article 17:2.5.1 Benefit Costs – Language Change

The Employer shall contribute one hundred percent (100%) of the contribution rate established by the “Benefit Plan Trustees” for any month in which an eligible employee is covered by the plan for one day or more. The Employer agrees to the contribution rate established by the “BP Trustees” from time to time. This means that The Employer will be responsible for any monies to keep the Plan whole.

Art. 17:4 Sick Leave – Language Changes

Article 17:4.1.1 Language Change

All regular employees shall be granted six (6) days on January 1st of each year. Delete "non-accumulative."

Article 17:4.1.2 New Language

Up to a maximum of three (3) unused sick leave days/credits may be carried over to the next calendar year and must be utilized in that calendar year as either "sick leave" or "leave for personal business".

Article 18:5 EDUCATION/EDUCATION ALLOWANCE – New Article

Article 18:5.2 The Employer shall make available, posting/position application courses to any and all employees wishing information and experience regarding the District requirements in the interview process, (trial questions and answers) preferred resume information, etc.

Article 18:5.3 Prior to the introduction of new technology, software, hardware or any changes/additions in the Employee's Job Description qualification requirements, adequate training and or certification must be given to incumbents effected.

LOU Clerical, Teaching Assistant, Youth Care Worker Staff Posting Procedure – Change

In the event an increase in FTE for any clerical position occurs, the position must be posted.

LOU Custodial Area Formulas and Custodial Posting Requirements – Language change

Custodial positions will be posted and maintained in accordance with the following area and employee formula:

4) Secondary sites shall be limited to one (1) custodian shortage per shift only.

LOU "Emergency Closing" – NEW LANGUAGE

As a result of an emergency, a decision to open or close schools is required. This decision may be made prior to the start of classes or after classes are in session. The decision by the Board to close school(s) would be done in order to protect staff and students and to mitigate circumstances. Information would be provided to the Employees as follows:

Level 1: ALL DISTRICT BUILDINGS AND SCHOOLS ARE CLOSED TO STUDENTS AND EMPLOYEES, except those designated as emergency personnel. Emergency personnel who cannot attend their regular place of work must contact their supervisor.

Level 2: ALL SCHOOLS ARE CLOSED TO STUDENTS, EMPLOYEE ATTENDANCE IS EXPECTED. Employees who cannot attend their regular place of work must contact their supervisor and be given the option of attending a site that can be reached safely and offered alternate work.

Level 3: A SCHOOL OR SOME SCHOOLS ARE CLOSED TO STUDENTS. EMPLOYEE ATTENDANCE IS EXPECTED. Employees who cannot attend their regular place of work must contact their supervisor and be given the option of attending a site that can be reached safely and offered alternate work.

Level 4: A SCHOOL OR SOME SCHOOLS ARE CLOSED TO STUDENTS AND EMPLOYEES. Emergency services personnel who cannot attend their regular place of work must contact their supervisor.

LOU

NEW LANGUAGE

Joint Committee between the Board and the Union to be established to research and implement Pay Equity where required. Pay Equity Committee to begin this process ten (10) days upon ratification of this Letter of Understanding with a conclusion date of the process of ninety (90) days.

The Support Staff Education and Adjustment Committee (SSEAC)

The Board and the Union agree to renew their commitment to the Support Staff Education and Adjustment Committee (SSEAC).

Learning Improvement Fund – Support Staff

Access to the LIF Fund as set out by BCPSEA/SSEAC

Job Evaluation Fund

Access to Job Evaluation Funding as set out by BCPSEA/SSEAC

Economic Stability Dividend

Access to any and all wage increases as set out by BCPSEA due to the Economic Stability Dividend.

Teamsters Union Local 31

School District No. 34 Abbotsford Support Staff

July 1, 2014 – Monetary Bargaining Proposals

1. Term

July 1, 2014 – June 30, 2019

2. Wage Increases - Schedule A-1 through A-6

To be discussed in negotiations

3. Pension Increase – Schedule A-7

To be discussed in negotiations

4. Pay Equity – LOU Required to address process and time lines.

To be discussed in negotiations

Article 16:18.2 EARLY RETIREMENT INCENTIVE PLAN - Addition to Language

An eligible employee shall receive financial incentive of \$10,000.00 prorated to his/her average FTE over his/her **10 best** years.

SCHEDULE "A-7" - Wages and Allowances

MISCELLANEOUS - Add Language

Footwear Allowance - Custodial (Article 18:3.1)	\$100/year
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1 st Aid Premium (Level 1)	\$50/month
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