

## **October 2, 2014 School District No.34/Teamsters Support Staff**

### **General Membership Meeting Minutes – 1:00pm and 6:30pm**

Moment of Silence for Crystal Ratvay – 33 years old. Casual employee with the District since November 8, 2012.

#### **Arlene Munoz – Report**

##### **Correspondence**

Letter to Pres. Stan Hennessy from Chris MacDonald, Assistant to the President, Canadian Labour Congress – read

The CLC did not find any evidence to substantiate the issues or concerns raised by some members of Local 31. "It was determined, after a thorough investigation that the Teamsters were doing all they could to represent the members and that a justification process is not warranted."

The CLC further encouraged the Union and its members to work together to clear up any issues they may have with their representation.

##### **Instructional Support**

A meeting has been requested with HR regarding "temp postings" in this Department. Article 3:4.1 gives the definition of "Temporary Vacancy". All four reasons have a requirement that the position being filled had a regular employee posted to that position and is now absent. The District seems to be confusing a "temp posting" with a UFN (until further notice). The District is further taking the position that if an ISS employee accepts a "temp position" they are no longer eligible to apply for a regular position. The Union disagrees with the District's usage of the Instructional Support Staff Pilot Posting Process.

## **Bargaining Proposals**

The Teamster Bargaining proposals have been posted on the Teamster website as requested by the membership. Unfortunately the information posted was incorrect and has been rectified. Both the Union and the District do not anticipate an overly lengthy round of bargaining as we have just concluded the last Contract and neither side has submitted a large amount of proposals.

## **Lost Wages**

The “lost wages” in June were mailed to some members in an effort to get funding to you as quickly as possible. These cheques should not have been mailed as a signature is required as proof of receipt for reimbursement from Teamsters Canada to Local 31. Soon I will be going from site to site (in necessary) to obtain these signatures.

On Sept 25 and 26, 2014 Christine Murphy and I were at the ADTA Hall distributing lost wages for the 3 weeks lost in September. The majority of the employees have received their cheques but there are approximately 50 not picked up. These will not be mailed and must be claimed in person. The Union was again available today for employees to pick up cheques and will continue to make myself available for cheque pick up.

## **Good and Welfare**

Custodians acting in an upgraded position must fill out an “upgrade” form. These forms are available from the Custodial foremen.

**Question** – How do members bargain for or request the Plan to implement a benefit package for retirees over 65? (A Munoz to request information and report back to member)

The Teamster Benefit Plan currently has the option of 1 year self pay at termination of employment if under 65 yrs of age. The cost is approx \$95.00/mos exclusive of Dental and Long Term Disability.

## **Vacation Entitlement Policy Grievance**

Prior to Doug Lakousta, shop steward, leaving the District it was reported that he had started a Policy grievance regarding the above. A Munoz to search the files for this grievance and verify its potential.

Education Assistants in attendance report that they prefer student based postings as opposed to site based.

EA Job Postings – noted that September rounds of postings were only open for 1 day. A Munoz checked postings and confirms that they are up for the required 2 days.

**Question** – why doesn't the Union provide a Recording-Secretary for SD34 membership meetings.

A. Munoz reported that historically someone volunteers to take on this task. This practice was verified by Secretary-Treasurer, Richard Van Grol. A. Munoz will endeavor to ensure a volunteer is available to take minutes at the Abbotsford General Membership meeting.