



TEAMSTERS LOCAL UNION No. 31

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

ABBOTSFORD SCHOOL DISTRICT – TEAMSTER SUPPORT STAFF MEMBERSHIP MEETING

MINUTES OF JANUARY 8, 2014 (1:00pm and 6:30pm)

Business Representative Report – Arlene Munoz

Grievance has been filed at Step 2 on behalf of the EA Limited employees not given the same pay rate increase as all other EAs performing the same work.

Safety - During the winter break one of the school sites had vermiculite testing occur. No notice was given to any of the support staff working during this testing. When the situation was address with OH&S Manager, Keith MacDonald he responded that Facilities Director, Tom Louie will, in the future, inform the site manager/AO of all pertinent information (the nature of the work being done, timing involved, safety issues, etc) and those managers/AOs will in turn inform all affected staff. Members are encouraged to inform the Union should this not occur at their sites.

Bargaining Update – Teamsters Bargaining Committee and SD34 met for Mediation (Dave Schaub) on December 15, 2014. Although a representative from BCPSEA and the District Committee were both also on site there was no direct conversation between the parties except through Mr. Schaub. Mediation ceased with no resolve to the outstanding issue of equal access for Teamsters Local 31 to Government funded “teacher job action monies” that was given to all other school districts in BC. Teamsters President Stan Hennessy and Bus Rep. Arlene Munoz are currently working with legal counsel preparing a complaint Bargaining in Bad Faith submission to the Labor Relations Board.

Pension Plan Amendments – All Teamster support staff both current and retirees were sent a letter from the Teamsters’ National Pension Plan notifying members of upcoming changes to the Plan and reasons for the changes. If any information provided in the letter is unclear to members, please contact the “Plan” at 1-888-478-8111.

Good and Welfare – Comment/Questions from the Floor

- Comments regarding Pension Plan being part of our Collective Agreement and how ratification of the current outstanding CA could affect it.
- Comment on bargaining proposal package given by a member signed by over 100 employees but not reflected in the proposals to the District.
- Answer – the package referenced was received but had no signatures on it. The Bargaining Committee put forward some of the proposals, not all. Some were comments, not proposals.

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- Member made a statements regarding the status of the Teamster Pension Plan vs Municipal Pension Plan and put forth a motion in the same regard. The Motion was denied as it was out of order.
- Business Rep requested to investigate how motions could be brought forward at the Abbotsford Membership meetings and report to M Thompson and state in these minutes. The information has not been obtained as yet so will not form part of these minutes. Information will be forwarded to M Thompson as soon as received.
- Question – are the Abbotsford SD#34 membership meetings “craft” meetings or “general membership” meetings.
- Business Rep has heard them referred to both ways – will seek clarification on the question and report back
- Comment – bargaining should cease until Pension Plan issues addressed.
- Comment – an EA with ESC status questioned why the Collective Agreement changed from Learning Support being eligible for benefits after working 10+ weeks in a position.
- Answer – the 10+ weeks method was not consistent to all other departments who regularize if they achieve 80% of the annual (school year) 1.0 FTE of the particular position. The new language requires Instructional Support to achieve 53% of the annual (school year) 1.0 FTE. Upon achieving these hours once, the employee becomes “regular” with benefits. The 10+ weeks language required employees to complete for 3 consecutive years prior to being deems “regular” on a continuous basis. The member speaking expressed preference to the 10% weeks and felt the 53% was unachievable due to school breaks etc.
- Question – did elected Bargaining Committee member, Janet McNeil attend any of the bargaining meetings and why wasn’t she (next in votes) called to replace Ms McNeil in bargaining.
- Answer – Unsure how many dates Ms McNeil attended. Instruction Support was represented by two employees, Ms McNeil and Fred Earles. As Mr. Earles was able to attend representation of that department was constant.
- Further discussion ensued regarding the difference between Education Assistants and Youth Care Workers representation.
- Question – how can we meet with the Teamster Pension Plan to discuss members concerns.
- Answer – Business Rep will attempt to arrange a meeting prior to the February/14 membership meeting. Watch for notice on the Teamster website and blast fax on bulletin boards.

Draws 1:00 pm

Kanti	T-shirt
Adriene	Water bottle
Rada	Coffee thermos

6:30 pm

M Neufeld	Coffee thermos
Brian Hermann	T-shirt
Ernie Davis	Water bottle

1:00 pm Notes – Marnie Mason

6:30 pm Notes – Leslie Carter