



TEAMSTERS LOCAL UNION No. 31

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

SD34 Meeting Notes June 11, 2026

Custodial Day Meeting 1pm: 2 Attended

Evening Meeting 5:30pm: 17 Attended

Barabara was a well liked and well respected among her peers and those who new her spoke kindly of her, I have been told many time how kind, helpful and what a great a person she was a pleasure to deal with..

She will be missed.

Moment of Silence for: Barabara Glen Sis Clerk at Abbotsford Senior.

Thank you to everyone at the Union Hall for your continued support and encouragement.

We have invited some guest Business Representatives to attend the School District meeting to help demonstrate the support and representation our members have from the Local beyond the School District. Brother Dave Lundy and Brother Duane Bryan shared information about the workplaces and groups they represent, which provided members with a broader understanding of the Local's reach and the diverse membership within our Union.

We have reps at Annacis Island (Delta Main office), Abbotsford, Prince George, Vancouver Island(Nanaimo) and Whitehorse offices for our 8800 members at over 100 different companies.

New Stewards: We are always looking for new stewards. If you know someone who may be interested, please encourage them to reach out to one of us.

Please talk with your colleagues and friends, we need a steward at all sites. If your school does not currently have a shop steward, we have also recently created a Site Contact role. A Site Contact serves as the communication link between your site and the union.

Your involvement helps keep everyone informed and represented. Thank you for helping us strengthen our sites!

Important Please Read!!!

Update K-12

A framework agreement in place as of April 17th, 2025 for those that don't know I will share a little.

- The K-12 contains a 4 year deal with wage increase July 1, 2025, 3% retroactive, July 1, 2026 3% July 1, 2027 3%, July 1, 2028 3%
- Money for local bargaining for local supports in year 3 and 4. LMA a new system set up where the districts and union apply for a temporary LMA.
- Information around subcontracting out and violence in the workplace, which we have asked questions about.

In the Past when the K-12 makes their agreement we have 3 to 4 months to complete ours to get the K-12 framework, this framework has until January 15, 2027, to ratify to qualify for the

<https://bcschools.cupe.ca/wp-content/blogs.dir/806/provincial-framework-agreement-2025-2029-final-2026-04-11.pdf>

Local Bargaining Update

We met with the district on May 27th and 28th, June 9th and are scheduled to meet again once at the end of June, and your committee has also agreed to meet 3 times in July. We hope that with the following dates scheduled we can continue to make progress to getting a new agreement.

We will either be providing a meaning full update in September around bargaining, or we will be seeking participation from our members in regard to the bargaining process.

Our committee is working hard to get a fair agreement with the mindset to be done well before the Jan 15, 2027, deadline. It is important for members to be watching for bargaining updates in September.

Teamsters Canada Scholarships for Members:

teamsters.ca/members/scholarships/ deadline is October 31 of each year. We are approaching the opening of this year's scholarships; it usually opens at the end of August.

Scholarships for children/grandchildren of Members: The scholarships for children to apply for come out in Late November and close March 1st, 2 are open until May 1st.

Refusal of unsafe work.

We have had 5 refusals of unsafe work this past school year, with an addition 2 that were filed this week. The cards we have created are at the front if you would like to take one. If you have any questions, please reach out to one of us and if you are considering a refusal of unsafe work give us a call.

We have created cards that we have been handing out, I have seen them on most union boards, it is regarding what to do for refusal of unsafe work and how to report student too student violence, email one of us if you would like some dropped off at your work site.

Please know your rights around this, it is very important that we report all violent incident prior to the refusal step to show we are making efforts to try to help students and the refusal is last resort, usually do to lack of support or communication.

Inviting your Union:

The union is working to be more engaged with our members and to be involved at all sites. We hope you will welcome us and invite us to your schools/ site for visits, and events.

Just a reminder if you invite us to your school, make sure to inform your administrators. Pro-D Day training sessions and support staff meetings are excellent opportunities for us to connect with members, answer questions and offer support.

We are excited to be attending the Summer Learning days and the Busing bid day in September.

LOU expanding before and after childcare at Godson

The postings have come out and are now closed a further update will come.

Lif Funding:

Stay tuned for a LIF fund LOU update. No changes will be made to the LOU as funding is close to last years, and fits into the current funding allocation.

Please continue to report the time used each month as it is important to get the date of how the funds are being used.

[Learning Improvement Fund Regulation \(gov.bc.ca\)](http://gov.bc.ca)

Lack of reporting it will be pushed harder next year including potentially removing funding if staff isn't reporting its use.

Application process for Make a Future:

Reminder, the second round of postings came out Yesterday June 10th and close June 16th at 430pm for instructional support staff-

This system should still be learnt as there is an option you can select to be alerted when new jobs are posted and be ready to apply quickly, it also allows you to pick what types of jobs you want to see.

There will be a lot of posting coming out as not all were filled at the start of the school year. Please consult the Collective agreement (pg. 84-85) regarding the instructional support staff posting procedure to ensure you understand the process.

We recommend you apply for all positions to get regularized. If you don't get a posted position by the end of September, you will not qualify for benefits until the following school year.

If you are not aware of the system email HR. Brian.davies@abbyschools.ca

Abby Middle School:

Thank you for advocating for the correct breaks and proper overtime pay when on field trips.

Some articles in our Collective Agreement for reference:

- 13:2.4 Reference article 12:1
- 12:1.2.2.
- work week for A:3, A:4 up to 7hrs.

The employer is paying the o.t after 5.5 your normal scheduled shift.

If anyone has any questions about field trips extending past the regular workday, please reach out to one of us.

Retiree Dinner

Jennifer and I attended on June 4th and again want to say congratulations to all those retirees and thank you for your service and hard work.

Delegates Election

Jennifer and I will be representing you as delegates next week at the 31st International Teamsters convention.

Huge thank you to all the members that participated in the vote.

Discussion and Motion

A motion was moved to hold the day, and evening meetings held for Abbotsford School District 34 Teamsters, on the following dates. September 10, 2026, November 5, 2026, January 7, 2027, March 4, 2027, May 6, 2027 and June 10, 2027.

Day meeting Moved by Loren Rosen

Seconded by Adriane Boons

Afternoon meeting Moved by Leslie Carted

Seconded by Derrick Anderson

Carried Unanimously

Clevr – The number of reported violent incidents is at an all-time high. We encourage all members to continue reporting every violent incident that occurs in the workplace.

While the number of reports has increased, we do not necessarily believe that workplace violence is becoming more prevalent. Rather, we are hopeful that increased education and awareness are encouraging members to report incidents that may have previously gone unreported.

Accurate reporting is critical. The more information we have, the better equipped we are to work together and advocate for meaningful changes that improve workplace safety for all members.

This year 2058 violent incidents have been reported so far from September to May, with May being the highest reported month.

A new payroll system will be implemented effective July 1. Please watch for an email from the District that will provide important information regarding access to your pay stubs, pay periods, and the deduction of Union dues.

We encourage all members to review the information carefully and ensure they understand any changes that may affect their pay and payroll-related processes.

For payroll concerns email: Support.Payroll@abbyschools.ca

Old Business

WorkSafe claims reminder reach out to one of us if you are on WorkSafe for longer than a few weeks, the earlier we can help you the more you will be set up for success.

Next Meetings:

Will occur on September 10, 2026 at 1:00pm and 5:30 pm.

November 5, 2026, January 7, 2027, March 4, 2027, May 6, 2027 and June 10, 2027

General Reminders

Workplace Violence:

- 18:9.7 speaks to reporting all workplace violence on district forms new reporting system coming soon will keep you posted.
- 18:9.7.1 speaks to a response time and further steps if needed.

Clevr system: The district has implemented a new system for reporting workplace violence. If your school/site has not had training, speak to your principal or manager about it.

If daily reporting and multiple incidents continue to occur at your school contact your steward, or Union.

If you ask for a follow up when filling out clevr make sure you pay attention to your email and respond to MySafety if they reach out.

Personal Cell Phone Use at Schools/work:

The district does not cover costs for personal phones. The district does not require staff to use their personal phones for work. Employees should not use their personal phones for work and should use them only for personal use while on breaks.

I know it can be convenient to use your personal phones but please **STOP** as it makes it harder to get them to put safety plans in place that don't require your personal phone when members continue to use them. It also makes it difficult to get the district to put proper electronics in place for staff to use for work if you're using your personal devices.

If you are one of the few employees who get compensated for personal phone use or are issued a district phone be careful what you have on and use the phone for, outside of work.

Training Allowance Page 116: The training allowance LOU is on page 116 of the old agreement. Please Read this.

If your manager asks you to train a new employee make sure to request the training allowance before doing the Training. Do so in writing and add the following questions. How many day's/Hours will you need me to training the employees? Will you pay me the training rate of 10%? If they say no then tell them you don't want to train. If they say you have too, then do it and grieve it right away.

The district has designated the first Thursday of every June to be Instructional Support Staff Appreciation Day:

Topics of discussion for future meetings: Let me know if there is something you would like me to speak about.

A Reminder to update your address if you move with the following groups:

Your employer

Health and welfare office: 604-552-2650, <http://www.teamstersbenefits.ca/benefitsbenefits.pensions@teamstersbenefits.ca>

Union hall: If you have moved in the last 2 years and are not sure if the Local has your correct address on file, please call Shane St. Jean in Dues 604-527-2702 or email sstjean@teamsters31.ca

This is very important for us and for the International, both for IBT elections and for updates.

For the Local it's important for mail outs.

You must update with each group as we don't share personal info.

Withdrawal cards: When you retire or resign: to stay a member in good standing you must take a withdrawal card. This makes sure you do not have to pay a penalty, or if you want to transfer your membership to a different local for a new job you have to be in good standing.

Custodians casuals and Clerical paid minimum wages for training: Trainee Lou in agreement page 109 108.

The district and Union are in discussions around the needs and parameters of this Lou and the restriction and use of this compared to the training rate Lou.

Links for members for information and updates:

Sd34 teamster support staff update page

<https://www.facebook.com/groups/649512165652754/>

Teamsters 31 portal:

<http://www.teamsters31.ca/sd34/>

Username: teamsters.sd34

Password: annac15

<https://www.teamsters31.ca/>

I would also love to hear the reasons behind people quitting:

- I do exit interviews with my members at other companies and would like to hear the reasons people are leaving.

It will stay anonymous, and your name will never be tied to your comments. I will use the comments to make the district more aware of how the employees perceive the employer

Section 19 Grievances:

Reach out to your stewards if you think that something isn't right, "DO NOT WAIT"

Step 1 is 21 days for general grievances to have initial meeting.

14 days to grieve: Dismissals

21 days to grieve: Discipline

Q and A

Q1: How can we encourage our colleagues to report LIF? The District and the Union will continue working together to promote regular reporting. Sometimes a simple, friendly reminder to coworkers is all it takes. Reporting helps provide the information needed to advocate for improvements.

Q2: Will anyone who retired this school year get retro pay? Retroactive pay for retired employees is included in the K-12 Provincial Framework. The Union will continue to advocate for this provision to be included in the final ratified agreement. Further details will be shared once the bargaining process is complete and the final agreement has been finalized.

Q3: What are we bargaining for? We are currently bargaining on a wide range of issues. The bargaining team reviewed all proposals submitted by members and carefully prioritized the most significant concerns. These were organized into a proposal package that has been presented to the district. At this stage, the package cannot be changed unless there is mutual agreement between the Employer and the Union. Our goal with these updates is to keep members as informed as possible throughout the bargaining process. However, we are limited in what we can share in detail, as doing so could constitute bad faith bargaining. We remain active in bargaining, with additional dates scheduled into July. The bargaining committee, elected by the membership, is committed to representing the best interests of all members.