



November 3, 2016

School District No. 34 Custodial Membership Meeting Minutes

Meeting called to Order at 1:01 pm

Roll Call of Officers

Richard Van Grol, Secretary-Treasurer

Marnie Mason, Recording Secretary

Adoption of Minutes – Minutes from the meetings on Oct. 6, 2016 were read. Moved Adrian Boon and Second Linda Rasmussen to accept minutes as read

Motion to adopt the minutes CARRIED.

Unfinished Business

None.

New Business

None.

BA Report

BA Report – Nov. 2016

1. Financials – up front to review

Grievances:

2. Grievances
 - a. Trade adjustment – received settlement offer October 20, 2016. Told Board not good enough, Board to respond.
 - b. ITC grievance – Dates set for Arbitration Dec. 12-15, 2016
 - c. LOA 10 month employees – met with Kevin Godden Oct. 21, 2016. Days off and vacation are allowed as long as they can get coverage on a case-by-case basis
 - d. JCRs
 - i. Carpenters – hearing set for Dec. 19, 2016
 - ii. Plumbers – at Step 2, had follow up meeting. Waiting for Board's position.

- iii. Locksmith JCR – in abeyance until Dec. 30, 2016.
 - iv. Foreman Carpenter JCR – in abeyance until Dec. 30, 2016.
- e. Secretarial – Settled all missed pay raises. Affects 173 employees.
- f. Special needs mailroom employee – Board to respond.
- 5. Pension Committee – meeting Nov. 14, 2016 to get document from Board. Committee meeting on Nov. 23, 2016 to put together proposal to School District.
- 6. Two secretarial grievances – rescheduling Step 3 meeting.
- 7. Updated shop steward list done. Faxed to every work site.
- 8. Weekly indemnity – surgery – coverage starts immediately with three-day holdback. Only for immediate accident do benefits start on Day 1. All others, 3 days.
- 9. Foreman – 3-day rule for coverage.

Custodial:

- 1. Pro-D Days – move to day shift, Board does Feb, Oct. No desire to expand
- 2. Area changes – Union position is to re-post. Board to respond.
- 3. Staff meeting – Pro-D Day – Board to respond.
- 4. Backfill vacancies – Board in agreement. Union to respond.
- 5. Maintenance temporary posting – Met with Board. Union position done by seniority. Board to respond.

It was moved by Brad and Second by Ephraim to accept the business agent's report as read. CARRIED

Good and Welfare

- Vacation pay – casual after 5 years goes to 6%, goes back to 4% when becomes regular.
- Casual – shift differential – being short-shifted, not getting shift differential.
- Discussion on Leaves of Absence and rules
- Back fill – coverage for Grounds – overall seniority

Call for the Draw:

381 Brad Reynolds - mug
 382 Linda – t-shirt (given to Marnie; Rich to bring next meeting)
 378 Ken – t-shirt
 380 Ephraim - toque

Meeting adjourned at 1:48 p.m.