



Teamsters Local 31 Union Meeting Abbotsford School District

April 9, 2015

Meeting called to order at 1:00 pm and 6:30 pm respectively by Arlene Munoz, Business Agent

Business Agent Report:

Financial report is up front for people to look at after the meeting.

Financial Institute Commission letter: re: Teamsters National Pension Plan. Being fully funded going forward. Letter is posted on the local's website.

Re: minutes from last month- Arlene apologized for the meeting minutes not being posted in a timely fashion. The person responsible for posting them will be back at work on Monday.

Budget meeting: was held yesterday. Membership wants to know if there will be layoffs. Nothing was stated about layoffs. Ray V, Secretary Treasurer from the School District said that the School District Trustees will be meeting in two weeks to fine tune. Everything that he talked about is on the School District Website.

Bargaining Update:

Bargaining Committee met with School District No. 34 on March 30 and April 2 and a Memorandum of Agreement was signed by both parties. May 15 will be the ratification meetings.

Teamsters Pension Plan and Municipal Pension Plan will be holding information/ question & answer meetings. MPP meetings will be on April 23 at 12:30 and 6:30 pm at the Abby Arts building and TPP meetings will be April 27 at 1pm, 4pm and 6pm at ADTA.

JCR- Statements were made at bargaining that were disappointing for the clerical employees. Pay equity was looked at for the EA's last round of bargaining away from the bargaining table to avoid BCPSEA's "zero cost" mandate. That is how EA's got an increase in wages with the understanding that Clerical would be next. On April 2, reminded the District that the clerical employees will be next outside of bargaining. The District stated that had never been said. Union caucused and all Bargaining Committee members from the Union recalled the District

saying that clerical would be next for pay equity. Arlene strongly suggested that all clerical (all departments) get together and submit a JCR as a group.

Member: How long will that take?

Arlene: Not as long as it used to.

Good and Welfare

Member: Where can one get a copy of new Job Descriptions?

Arlene: Human Resources will have them available.

Member: Prior to Day Shift Custodial pay upgrade, if day shift was away sick, grass cutting, etc., the senior custodian on site could request that shift and would be backfilled by a casual.

Arlene: Will have to clarify with Custodial Manager what their intentions are going forward. Now that there is a higher wage for day shift it will be more desirable to more employees.

Member: Is there anything that looks at raises being added to JCR outcomes. Now you can have two people with the same number of points with different rates of pay.

Arlene: There are flaws in the system.

Arlene: Had the Union known that the District would not honor the Clerical JCR; the Union would never have encouraged members to participate in the job description upgrade process that took place over the summer.

Discussion about change in knowledge requirements in the job description.

Member: Does the District have to share the new job descriptions with member?

Member: If they change the job descriptions, do they have to let you know?

Arlene: There are going to be changes to job descriptions and yes they have to inform.

Member: People should do the JCR in groups, but what if there is only one of you

Discussion about the JCR process and members concerns about the process

Discussion re: rates of pay

Arlene: there is a timeline re: ratification by the end of May. Teamsters was successful in obtaining the government funds for those members who lost wages due the teacher strike as well as funding toward the Benefit Plan.

Discussion re. Lost wages due to teachers' strike. Given to those who lost wages due to teachers' strike, not those who took holiday time.

Member: Request to have minutes read and approved.

Arlene: read minutes from March meeting. Moved by Jaret Wiebe to accept minutes as read. Seconded by Mike Rose.

Member: What is the plan for voting after the pension plans meetings?

Arlene: Those actions have not been determined at this time.

Member: After budget meeting yesterday and today Strong Start staff were given notice of job changes.

Arlene: As of June, those Strong Start positions will be Teamster positions.

Member: I have copies of the Feb. minutes. Moved by Kim McKimmon to adopt Feb. minutes as read. Seconded by Doug Tarnowski

Motion to adjourn

Moved by Doug Tarnowski and seconded by Vern Goosney

NOTE – Minutes were delayed due to volunteer Recording Secretary Leslie Carter's illness. Many thanks to Leslie for the great support she gives both the Union and the membership by serving as a JCR Committee member, Shop Steward, Recording Secretary and more.