



TEAMSTERS LOCAL UNION No. 31

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

SD34 Meeting Minutes May 4 2023

Custodial Day Meeting 1pm: 2 Attended

Evening Meeting 5:30pm: 8 Attended

Thanks to Everyone at the Union Hall

Guest:

Stewards: The stewards meeting took place April 18th 2023 at my office 4pm. We had a good turn out, about 45% of stewards attended. We had good discussion and interaction and got through a lot of information. I will set a schedule for a stewards meeting for next school year. Thank you to all those who took the time to come out.

Reminder don't forget for stewards, the stewards dinner is May 27th 2023

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 train 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 to, then do it and grieve it right away.

Teamster supporting CUPE 561: April 12th 2023.

6 Union Reps including myself and the 4 executive board members went out to a rally at 5 Corners in Chilliwack, along with at least 3 other unions to show our support for CUPE Local 561 in their ongoing strike.

Posting rounds will come out next month for ISS (Instructional support staff). May is the First round, so be ready.

Just a reminder about the new rule changes in the January Ratification.

School site reassignment process prior to May posting round, "See Ratification Document from January 12 2023 page 31".

Layoff letters will be coming out shortly, please don't stress it's just for the school site, not the District, your job is safe!

Although the layoff notices read you only have 3 options, the main option is Exercise bumping rights! The other 2 options are to resign or retire.

Exercise bumping rights: this doesn't happen until the end of the summer; in the meantime you can apply for all postings through the round starting May until late August. See Page 97 of last collective agreement.

If you're unsuccessful after all the posting rounds then you bump the lowest senior person in your classification in the District. "Downfall is you don't have the choice of what site you go to."

New Posting Application system:

New posting application process came into effect April 3. Make sure you're aware of how it works for the first round of ISS postings in May. This is the same system that has been used for external job postings it's just new to internal.

Every employee should be getting it set up as soon as possible. When your info is entered in, you can request to be sent updates whenever new positions are posted.

If you're not aware of how it works check your Abby schools email and ask questions if you need help.

Pro D Day: Invisible Challenges, Visible Progress guest speaker Alyson Seale.

Sponsored by Teamsters Local 31 and hosted by EA's society of B.C.

Thanks to President Hennessy and the Local Union Executive Board for sponsoring this.

Alicia Kroeker and Connie Hampson arranged it and brought in the speaker as part of their role as EA mentors in the School District.

Interesting and engaging speaker with good content - hopefully the members that attended enjoyed it.

Clerical Information session at Yale Secondary: The District brought together all the admin assistant staff from around the District to Yale and brought in multiple speakers to discuss many issues.

Amazon ordering, to electronics ordering to My Ed input, mail room reminders, and many other items.

I was there for about 1.5 hrs and said hello to most of our members, sorry if I missed you.

Heard really good feedback about how enjoyable it was to have all of the clerical staff together, as a lot chat with each other by email or phone but rarely get to meet in person.

I will advocate for more of these next year.

Had Discussions around Meeting continuing next year:

A discussion about the lack of attendance, and what we should do for the meetings next year was had.

Most people were happy to have meetings held once every 2 to 3 months during the school year instead of every month.

Suggestions were October January April and June, and still the first Thursday of the month.

This was be discussed again in May and in June a motion will be presented in June to Change the meetings for the next year.

Old Business**New business****Next Meeting:**

Will occur on June 1st 2023 as discussed in the last few meetings I have changed the time from 6pm to 530 pm to see if we can get more people to attend. The custodial meeting will still be at 1pm but I'm open to suggestion.

November to June the meetings will be the first Thursday of the month.

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.

New 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

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 in place proper electronics 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.

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/benefits>
benefits.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.

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

Day time Meeting:

General discussion on training and lack of training for casuals and refreshers for long time employees; it was asked if the District could potentially do something like what the clerical had for custodial.

Q. New Hires are being asked to do videos for orientation; should this be on their time or work time?

A. Work time if the Employer is asking them to do it.

Evening meeting:

Q. Specific questions around posting and the EA 2 and EA 1 levels and layoffs were asked.

A. I walked through the steps for all to understand and clarified the Letter of Understanding changes. See bold posting rounds above.

Q. When can we expect the new collective agreement?

A. I have had a conversation and it's in the draft stage. I will be working with the District to get it completed as soon as possible.

Q. Will the bargaining committee see it before it's completed?

A. Yes I will send it to them, they will have a short window to look it over and sign off on it.