



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 April 4, 2024

Custodial Day Meeting 1pm: 0 Attended

Evening Meeting 5:30pm: 1 Attended

Thanks to Everyone at the Union Hall

Guest:

Stewards: Training for stewards is coming at the end of this month. Saturday April 27th At my Abbotsford office. I have opened this training to all stewards at the companies I represent so it will be a mix of different perspectives. If you are a steward and interested feel free to reach out to me.

New Steward: Always looking for new stewards, if you know of some, please have them reach out to me.
Just added a new steward in Busing thank you to Randell Simpson bus driver for coming on as a steward.

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

Appreciation Day: Just to remind everyone this is the reason we are holding the June 13th 2024 meeting on the second Thursday of June rather than the first Thursday.

Next Meeting is June 13th 2024: *It is important that people attend to discuss and vote on next school years meetings.*

Contract update: We will be starting to put together committee and proposals near the end of this calendar year 2024 for January / February 2025 starting bargaining.

Scholarships for Members children: Scholarships were awarded, children of teamsters at SD34 received 7 scholarships of the 19 total applicants, this is great news, and congratulations to those who got them.

EA working group: Recommendations have been put forward to upper management and we are waiting a response.

May 2024 posting rounds: Be aware the postings start for next school year. See Lou Page 84 of the collective agreement for process. If you have questions reach out to me.

Employee Engagement Survey: October 12, 2023 to November 3, 2023.

The results were sent out to employees via a link via your email. Please have a look at them,

Thank you to all those who took place, and I am hopeful that we will see change.

Work Safe and new regulations: Bill 41 Update and amendments to the WorkSafe act.

The new rules came into place January 1, 2024, to be clear this only affects people injured after January 1st.

Duty to accommodate and duty to Co-operate.

Duty to maintain employment

Refusal of suitable work, alternative work

Failure to cooperate: and penalties employer and employee.

Union Involvement:

Bill 41 link:

<https://www.worksafebc.com/en/law-policy/workers-compensation-law/amendments/bill-41-amendments-to-the-workers-compensation-act>

Workers advisory office provincial government assist with Work safe appeals and the process.

<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/personal-injury-and-workplace-safety>

Old Business

Stat Pay for Good Friday: Yes, it's a statutory holiday. Some people were concerned at the last meeting so I wanted to do a reminder and follow up at this meeting. I have not heard if people did or didn't get paid. If you meet the criteria in Article 15:1.1 please watch your first pay stub after the spring break and contact the Union or a steward to address it if you are not paid.

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

Discussion from Last meeting about better access for staff to see IEP and Safety plans: This was brought up about the larger numbers and quarterly switching of students and staff in middle and high schools. The Union and a shop steward have had discussions with the district and are waiting for possible solutions to be brought back.

New business

Next Meetings:

Will occur on June 13, 2024 at 5:30 p.m. The custodial meeting will still be at 1:00 p.m. I'm open to suggestions. We will discuss options for next school year's meetings.

Day time Meeting:

Q.

A.

Evening meeting:

Q.

A.

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 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.

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/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.

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