



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 December 1 2022

Custodial Day Meeting 1pm: 0 Attended

Evening Meeting 5:30pm: 10 Attended

Thanks to Everyone at the Union Hall

Thank you to all the members out there for all you hard work and a great calendar year.

Bargaining Update:

We have dates scheduled on December 7 and 8th; as most of you are aware the provincial template was released, it can be viewed on the BCPSEA website. We can now make some final steps with bargaining.

Stewards: First Shop Stewards meeting was held on November 8th 2022 it was well attended - close to 50% of the stewards attended. We had a great discussion and open conversation. Based on feedback I will schedule more in January and April and look forward to productive meetings and training.

Old Business

New business

Next Meeting:

Will occur on January 5, 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 suggestions as nobody attended 3 of the last 4 meetings.

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

Scholarships

Teamster Scholarships for the 2022/23 school year are now open. Notice will be posted on the FB page and on the Teamster 31 Portal. Please don't wait, deadlines range from March 31, 2023 to May 1 2023.

Steward importance for meetings

Spoke about the reasons of why it's so important to have a steward at meetings of investigation and or discipline. Stewards can take notes and can also make sure you understand what has been said in the meetings.

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

Good and Welfare:

Day time Meeting: none

Evening meeting:

Q. On a level 1 closure should an employee be paid if they cannot get in to work even if they are on the emergency personnel list such as A1: scheduled employees?

A. Yes: see Letter of understanding 92/93 of collective agreement. If you are emergency services personnel who cannot attend work for safety reasons you would be covered under compensation level 1. If you are an emergency services personnel who cannot attend work for safety reasons you are required to contact your supervisor. If you have booked a sick day or vacation day and a closure happens your sick or vacation day will stand and will not be paid a closure day as you have made yourself unavailable that day.

Q. Where are you at with the Job evaluation process mentioned in November?

A. We have completed the evaluation process and benchmarked 105 job descriptions, and will be submitting all documents to the Steering Committee shortly and then will have to wait for going forward recommendations.