



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 February 2 2023

Custodial Day Meeting 1pm: 5 Attended

Evening Meeting 5:30pm: 13 Attended

Business Representatives Pete Stanworth and Duane Bryan attended the evening meeting.

Thanks to Everyone at the Union Hall

Thank you to all the members who came out to vote in January on the new agreement.

Bargaining Update:

Bargaining has now wrapped up with the vote in January to accept the new 3 year deal. I will start to give out information about the process and inform members roughly a year in advance of the next round of bargaining.

A special thanks again to the committee for all their hard work.

Stewards: I'm hoping to secure a date for our next steward meeting this month and/or April. I will keep the stewards informed.

Letter being sent out by a principal:

There was a letter sent out to staff at one of the elementary schools about extending hours of lunch hour supervisors to assist and support staff.

I have spoken to HR and they had spoken to administrators in the district about how they could better support staff in the schools. Administrators were then asked to give feed back to the district.

In this case the principal was way out of line and should not have sent out the message to staff.

It is the Union's position that we respect and appreciate the tough job that EAs and all our student support staff do. We do not support diminishing the EA role in any shape or form. If you find out about

anyone other than support staff doing support staff work please contact a steward or myself immediately. I will continue to monitor this extremely concerning situation.

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 days/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.

Curling Bonspiel: Registration closes Wednesday February 8th 2023.

This is a fun event for Teamsters and Teachers Union members; you can be a beginner or expert, or like myself, never curled before. It's a chance for members to get together and have fun.

Please join with a team of 4 or as a solo - all are welcome!!

Old Business

New business

Next Meeting:

Will occur on March 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 suggestion as nobody attended the last 3 of the last 4 meetings.

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

Scholarships

Scholarships for the 2023/24 school year are now open. Notice will be posted on the FB page and on the Teamsters 31 Portal. Please don't wait, deadlines range from March 1, 2023 to May 1, 2023.

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:

Q. How should we go about the requesting of training allowance?

A. 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 they tell them you don't want to train. If they say you have too, then do it and grieve it right away.

Evening meeting:

Q. Why does it take so long for support staff to get benefits, even though there are a large amount of UFN's who essentially work fulltime hours?

A. The collective agreement has a cause to regularize an employee (casual to regular) without a posting. Section 8:6 of the agreement. Educational Support staff its 965 hours from July 1st to June 30th. If you work summer school those hours count towards next school year's hours putting you at an advantage.

Due to the current staff shortages in most districts not just SD34, we have seen a rise in Ufn positions this year in this district, more vacancies of members and a shortage of casuals, and a higher number of resignations and retirements.

My advice is the quickest and easiest way to get benefits is to apply for every regular position, in the summer posting rounds, a few were not filled in each round, and if you get a posting you become regular and accrue seniority and benefits.

Q2. The member also noted she didn't want to apply for jobs at other schools because she liked the school she was at.

A: I reminded her, it was her choice to do that. If she got the 965 hours and regularized from her UFN position at her school, she would have to apply for any positions at her school or others. If she did not apply for other postings she would have to start trying to accrue hours for following year to become regular employee again. See section 8:6.7.

Q. What should we do if we are asked to take over a class because the TTOC doesn't have any idea of what they are suppose to do?

A. Teaching classes is not a support staff job; tell the employer not my job in a respectful manner. If you need to assist the TTOC with things like where the TTOC booklet is or who to talk with about student issues you can assist that way.

Remember we have all worked as casuals at some time or another and be helpful where possible whether it a TTOC or casual Support staff.

You should not be left alone to supervise a class or instruct for more than a 15 minutes except lunch relief. If this happen's make notes of who asked, time and date anyone else in the room and contact a steward about it.