



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 February 1 2024

Custodial Day Meeting 1pm: 4 Attended

Evening Meeting 5:30pm: 13 Attended

Thanks to Everyone at the Union Hall

Guest:

Stewards: more training coming.

New Steward: Always looking for new stewards, if you know of some please have then reach out to me.

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.

Contract update: Contracts are ready. I have about 100 but can get more. If you or your staff would like some I can deliver them to your school or site. Just text my cell or email me and let me know how many, what site/school, and whom to deliver them to.

Reminder of Scholarships for Members children: They came out November 28th 2023, and close March 31, 2024. These are for children/grandchildren of Teamsters who are in grade 12 and graduating June 2024, and attending post-secondary in Sept of 2024.

EA working group: Update to come as they happen.

Posting Application system:

Posting application process came into effect April 3, 2023; make sure your aware of how it works for all future postings. This is the same system that has been used for external job postings it's just new to internal.

Every employee should be set up as soon as possible, when you are entered in your info 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.

New leadership throughout the District:

New Superintendent: Sean Nosek: I am happy with some of the changes that he has started to make, and I look forward to meeting with him and working together to get more issues addressed.

New Associate Superintendent, HR: Patricia Lo: Patricia Lo comes to us from Abby Police, and I am happy to say I have worked with her over the past 3 years and think she will be a huge asset to the District and bring about some well needed changes.

Director of Facilities: Greg Forbes-King: I have not met with Greg yet however it is on my list of meetings to set up.

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

I met with the District leadership and the ATU. They took us through a PowerPoint of the survey and the results and answered our questions and listened to our concerns.

They are hoping to share the results through a secure location with all staff once they have discussed and presented it to those they plan too.

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

Re: Augmented personal time.

The Augmented personal leave changed, last collective agreement; it has been brought to the Unions attention that the district payroll has made mistakes on peoples most resent pay stubs.

Please see Article 16:16 Page 40 and 41 of the collective agreement.

2 but less than 4 days left over you get 1 augmented day.

4 but less than 6 days left over you get 2 augmented days.

6 or more days left over you get 3 augmented days.

3 days is the Maximum you can get.

This is done by hours in your bank so it might be a weird number.

Example:

Custodial at 7 hrs a day would be $3 \times 7 = 21$ or $2 \times 7 = 14$ hrs.

Ea's 5.5 hrs a day would be $3 \times 5.5 = 16.5$ or $2 \times 5.5 = 11$ hrs.

If you check your pay stub and it's incorrect, please email Payroll at the email located below. Be sure to add your full name, first and last, and employee number, also a contact phone number, note what your augmented leave is and what you think it should be. If you continue to have issues, forward the email thread to your personal email and forward it to me at Imatricardi@teamsters31.ca with your full name first and last and employee number also a contact phone number.

For issues of Augmented leave Email: Support.Payroll@abbyschools.ca

WorkSafe 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

New business

Next Meetings:

Will occur on April 2, 2024 5:30 pm. The custodial meeting will still be at 1 pm but I'm open to suggestions,.

ay time Meeting: Discussions around area and replacements of people off sick, and covering sick workers area.

Evening meeting:

Q. Good Friday falls on spring break this year, will we get paid for it?

A. Yes it's a statutory holiday. As long as you meet the criteria in Article 15:1.1 please watch you first pay stub after the spring break and contact the Union or a steward to address it if you are not paid.

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