



TEAMSTERS LOCAL UNION No. 31

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

SD34 Meeting Topics – January 6, 2022

Custodial Day Meeting 1pm: 0 Attended

Evening Meeting 6pm: 8 Attended

Evening Meeting Guests: Jennifer Wallace

Welcome Back! Hope everyone had a safe Christmas and New Year's.

Thanks to Everyone at the Union Hall

Thank you to all the members out there:

Last year was a tough year, with the pandemic changing Health Authority rules.

The shutdown of schools due to the floods. I know it was a crazy, but I think everyone did a great job getting through it.

The Local 31, JC 36, 52, 90, 91, and Teamsters Canada donation of roughly 200k to the Red Cross for BC Flood Relief.

- Possible up to 100k more will be collected and sent to Red Cross; individual Locals across Canada have been making donations.
- You can access some of this funding through Red Cross and BC government, you can find the links in the letter of December 7th, 2021, from President Hennessy on the website portal and Facebook page.

<https://www2.gov.bc.ca/gov/content/natural-disaster/support/home>

<https://www.redcross.ca/>

Now the omicron variant is pushing the numbers up.

New protocol was discussed yesterday with DOHS committee and is being provided to staff as to the new guidelines around enhanced health and safety.

Make sure everyone is aware and speak to your administrator if people aren't aware.

Bargaining Update: A mailout was sent to all Teamsters employed at School District 34. The mailout was sent to home addresses on December 6th, 2021, for election of bargaining committee members. I will wait on Friday the 7th of January for the last to arrive via mail and take them to the Abbotsford office to meet with a few SD34 members to count and tally the results. I will put out the results on Monday with a formal letter from the Union via Facebook, the portal and to personal emails, as to who was elected.

I will then plan to set up meetings with the committee to get the proposals together.

Thanks to everyone who put their name forward.

Bargaining: I will communicate through Face book: **Teamsters Support Staff at Abbotsford SD34 - Information Page, Teamster 31 portal on Teamsters 31 website**, and via personal email during bargaining and will only send meeting notices via Abby school's emails.

Steward training cancelled: The steward training that was cancelled for November 20. The Union is working with the presenters to hopefully reschedule as soon as possible. I will let stewards know when I get more information.

I start next week with Bargaining with APD, I am excited and have a great committee to work with.

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 Rep.

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.

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/benefitsbenefits.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.

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.

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:

Evening meeting:

Q. What should EA's and other support staff do if they are being left alone in classes with no Teacher?

A. If it's for a few minutes, not an issue. If for any extended period of time you should contact your principal and inform them there is no teacher in the room and an admin should come down. If it's a Principal or other admin asking you to supervise or run a class it's unacceptable "Teachers Job". Reach out to a Steward or Union Rep. Please note how long you are left in charge, if any admin or Teachers regularly checked in or assisted, and as to how many EA's or other support staff are present. If it's an excessive amount of time or regularly reoccurring it should be grieved.

Q. If I run a resource room and am being left with students after school, and students aren't leaving or being picked up until several hours after my shift is completed, and admin is all gone before my scheduled shift ends, what should I do?

A: Track all the time you stay late, what students, and what time they leave. Speak to the principal about being paid for those hours and other possible solutions that may solve or assist with providing the kids a safe space. Follow up the next day with a conversation with Principal or other admin and follow up the conversation with a written email of what was discussed and how it was agreed upon to resolve the issue. If it persists and you don't get paid it should be grieved.

Very important to record all times dates and students that stayed behind for the grievance procedure and also to show principal or other admin how regularly it is happening.