



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 June 13 2024

Custodial Day Meeting 1pm: 3 Attended

Evening Meeting 5:30pm: 7 Attended

Thanks to Everyone at the Union Hall

Guest:

Stewards: Training for stewards was Saturday April 27th At my Abbotsford office. I have opened this training to all stewards at the companies I represent so it was a mix of different perspectives. We had a great time and a lot of good information was shared. A special thanks to the local for the material that was provided and lunch, and to teamster Canada who also sent information packages and some gifts.

We will be doing it again in late fall!

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

I will be sending out a letter in September for new stewards..

The district designated the first Thursday of every June to be Instructional Support Staff Appreciation Day Last year, New this year they chose to rename it.

This time around I am happy to say the district reach out to me via senior leadership and had a good discussion around why they wanted to change it to Support staff appreciation day.

The employer has changed the name to Support staff appreciation day in honor of all support staff and how valued their work is in the district.

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 years Monthly Meetings:

I move the motion to cancel the Custodial Monthly meetings held from September to June in Abbotsford for School District 34 Teamsters, and for the next school year to hold meetings on:

September 12 2024

November 7 2024

January 9 2025

March 6 2025

May 1 2025

June 12 2025

and address this again in May and June 2025.

Moved By: Alicia Kroeker

Seconded By: Loren Rosen

In favor 3

Opposed 0

I move the motion to cancel the custodial meetings in July and August of 2024 and all July and August meetings going forward.

Moved By: Alicia Kroeker

Seconded By: Connie Hampson

In favor: 3

Opposed: 0

I move the motion to cancel the evening Monthly meetings held from September to June in Abbotsford for School District 34 Teamsters, and for the next school year to hold meetings on:

September 12 2024

November 7 2024

January 9 2025

March 6 2025

May 1 2025

June 12 2025

and address this again in May and June 2025.

Moved By: Jaret Wiebe

Seconded By: Derrick Anderson

In favor 7

Opposed 0

I move the motion to cancel the evening meetings in July and August of 2024 and all July and August meetings going forward.

Moved By: Mike Rose

Seconded By: Rob Fussi

In favor: 7

Opposed: 0

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.

Teamsters Canada Scholarships for Members: Open to all members at teamsters.ca/members/scholarships/ deadline is October 31 of each year.

Before and after care: This is a pilot process I have worked with the district on to try to find a way to get increased hours for our staff. At this time, it will take place at Godson and be offered to internal staff. If it goes well we hope it will be rolled out to other elementary sites.

Discussion from past 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 solution to be brought back.

Teamsters Atu Dohs Poster contest coming in September: contest is sponsored by the Atu And Teamsters , each of the following get recognition, The Teacher of the student , the student with the winning poster and the Support staff member working with the student or class that wins.

Create a poster that shows workers and safety.

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.

Lif Funding: How is it being used, this is something I will be looking at Next June, it may or may not get re allocated.

Old Business

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

The new rules came into place January1 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>

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

New business

Next Meetings:

Will occur on September 12 2024 530 pm. The custodial meeting will still be at 1pm. I'm open to suggestion. We will discuss options for next school years 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