



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 – June 2, 2022

Custodial Day Meeting 1pm: 1 Attended

Evening Meeting 6pm: 7 Attended

Evening Meeting Guests:

Thanks to Everyone at the Union Hall

Thank you to all the members out there for all you hard work.

Bargaining Update:

We began bargaining May 17th and 19th and are scheduled for June 21st, July 6th, 7th, September 8, 9 2022

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

New Elementary School on Eagle Mountain, Irene Kelleher Elementary:

Most of the staff is now announced and in place for the September start.
A few staff have resigned, and more postings should be coming including custodial.

Robert Bateman Secondary:

Had some of the same issues with Bateman as with Godson, I went up to have a meeting with staff and a Rep from the ATU; they are doing good at reporting everything and now we have advised that they start making WorkSafe claims.

I continue to have open discussions and monitor the situation.

ISS: Layoff notices

Some of you have already received these but I wanted to discuss today to relieve stress.

It doesn't mean you are out of a Job it just means your current posting is cancelled.

This should be done in reverse seniority "bottom up" based on need for next year.

Please indicate bumping rights unless you wanted to retire or resign.

Watch next week when the postings come out for September and apply for all jobs you would like and qualify for this is required.

There are also summer rounds you can apply for.

Page 97/98 Instructional support staff letter of understanding.

Page 85/86/87 application of bumping.

New business:

Stewards: The Union will be putting out a call for shop stewards in September. If you are or know someone who is interested please respond to the September notice.

Stewards banquet : Saturday May 28th 5 Stewards from SD 34 attended around 120 in total were there, it was a good night and a thank you to the Stewards for all their hard work.

Custodial and other 12 month vacation selection discussions - Please see Article 14:2.1 and 14:2.2 read and know your rights.

Spent May Pro-D day with busing. Sat in on their training and updates. It was enjoyable and I would be happy to do the same with other groups getting Pro-D day training.

I attended the Sumas First Nation PowWow on May 27th it was great. It ran 27th and 28th. There was lots of good music, food, dancing and cultural information to take in. I would highly recommend to everyone to attend next year.

Next Meeting:

Meetings will be cancelled for the summer July and August. We will be back to in person for September and the September meeting will be Sept 15th the Third Thursday in September. The first Thursday is before school start and the second Thursday I am in Bargaining so we will meet again September 15th 2022.

Last and First day of school for Instructional support staff:

If Instructional Support staff choose to attend year-end staff celebrations, or help with school start up on Thursday June 30, 2022, they will be paid for the hours worked, up to the maximum daily hours of their regular work schedule. If Instructional Support staff choose to attend work on Thursday June 30, the principal will need to notify Jaspreet Kahlon – Support Dispatcher, of the hours worked for each employee.

School/Department	Last Day of Work/School	First day of Work/School
Instructional Support Staff in Elementary and Middle Schools	Wednesday June 29, 2022	Tuesday, September 6, 2022
Instructional Support Staff in Secondary Schools	Wednesday June 29, 2022	Tuesday, September 6, 2022
Instructional Support Staff in Secondary Resource Rooms	Wednesday June 29, 2022	Tuesday, September 6, 2022

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.

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

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: none

Evening meeting:

Q: Employer says 12 month vacation we can only take 2 weeks at a time as per board office?

A: Not true refer to 14:2.1 and 14:2.2 there is a process for vacation selection and it should be fair as to the agreement.

Q: Are we clearing up all Grey language in collective agreement in bargaining.

A: We will address as a committee the proposal that were put forth by the membership.

Q: Wages are they giving more than the standard?

A: I cannot discuss issues about bargaining but we will bring forward an offer when we can and will fight as a committee for as much as possible for the members.

Q: What happens if the teachers go on strike?

A: Teamsters will support all other legitimate unions and stand strong with them. We don't cross picket lines. If we get close to that we will reach out to the members to let them know what to expect.

Q: Reduce the Age for Teamster pension from 67 to 65, we proposed this why were we never shown by past rep it was discussed and rejected by the plan?

A: It gets brought up to the plan regularly and is discussed by plan trustees regularly.

Meeting Adjourned: 6:40 pm