



## 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 1 2023

**Custodial Day Meeting 1pm:** 4 Attended

**Evening Meeting 5:30pm:** 8 Attended

#### Thanks to Everyone at the Union Hall

**Guests:** Business Agents: Paul Simms and Pete Stanworth attended

**Stewards:** I will be setting up steward training for next year, dates to come. I will be also looking for new stewards to join our current Stewards in September, 2023.

The steward's dinner was May 27<sup>th</sup> 2023; it was a full house. The Union was happy for such a great turnout and fun evening. Thanks again for all that the stewards do throughout the year.

**The District has designated the first Thursday of every June to be Instructional Support Staff Appreciation Day. Special thank you to all the Instructional support staff out there for all your hard work.**

My apologies for not having more information around this and being involved in the festivities. I will be more prepared and involved next year. I was only made aware in the middle of May of the District's plan to announce it this year. I believe it to be much needed, and the start of hopefully good changes to come.

#### **Contract Update:**

HR, Payroll and I have worked hard in the last 2 weeks to complete the revisions to the contract as soon as possible. We met three times and I have spent over 50 hours making sure it's correct. I am hoping to have it completed and signed off in the next week, so we can get it printed before the end of the school year.

**EA working group:** We have met twice with the District and have another meeting in early June. It has been productive and I am staying optimistic that good things will come out of the recommendations.

**Custodians casuals and Clerical paid minimum wages for training: Trainee LOU in agreement page 115.**

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.

**I am happy to announce the Teamster's benefits claim changes on June 1<sup>st</sup>.**

**EDI - Electronic Data Interchange for Claims Payments Dental and Extended Health Claims(EHC) adjudication and payment system goes live June 1<sup>st</sup>.**

**Hats Off Day - Saturday June 3, 2023 on Hastings Street in Burnaby 9 am parade, all day Festival.**

The Teamsters truck, President Hennessy, myself, and other reps will be there throughout the day. Three live bands will be playing on the truck stage. The parade starts at 9 am; the truck is in the parade and then we will set up the truck and stage around 10:30 am at Hastings Street and Willingdon Avenue area. Come by and say hi.

**Wac'ipi C'ante Was'te Yuhapi : "with a good Heart Pow Wow" June 9-11<sup>th</sup> 2023**

Reminder of this event hosted by Teamster and Indigenous Support worker Marlyin Klassen "Bear paw"

Let's show her our support and attend if you can. I will be there most of the day Friday the 9<sup>th</sup> to meet and greet the Teamsters who are there and bus drivers who are delivering the students and staff. Say hello. See link below for more information.

<https://www.wacipi-abby.com/>

**Committee for Accessibility:**

I was just made aware of this by the District today so I have limited information; they are putting together a committee consisting of Teamsters members, Abbotsford Teachers Union members, and SD34 appointees.

This is all I currently know. I may be appointing 1 or 2 Teamsters who are SD34 employees who fit in the below parameters. If you are or know of someone who may be interested please have them reach out to me at [lmatricardi@teamsters31.ca](mailto:lmatricardi@teamsters31.ca)

**Accessibility committee**

- 9 (1)An organization must establish a committee to
  - (a)assist the organization to identify barriers to individuals in or interacting with the organization, and

(b)advise the organization on how to remove and prevent barriers to individuals in or interacting with the organization.

(2)An accessibility committee must, to the extent possible, have members who are selected in accordance with the following goals:

(a)at least half of the members are

(i)persons with disabilities, or

(ii)individuals who support, or are from organizations that support, persons with disabilities;

(b)the members described in paragraph (a) reflect the diversity of persons with disabilities in British Columbia;

(c)at least one of the members is an Indigenous person;

(d)the committee reflects the diversity of persons in British Columbia.

**Posting rounds will come out through the summer for ISS (Instructional support staff). May was the first round, so be ready through the summer.**

Layoff Letters could still come during the summer, please don't stress it's just for the school site, not the District, your job is safe!

Although the layoff notices read you only have three options, the main option is: Exercise bumping rights! The other two options: are resign or retire.

Exercise bumping rights: this doesn't happen until the end of the summer, in the meantime you can apply for all postings through the round starting May until late August. See Page 97 of last collective agreement.

If you're unsuccessful after all the posting rounds then you bump the lowest senior person in your classification in the District. The downfall is you don't have the choice of what site you go to.

#### **New Posting Application system:**

New posting application process came into effect April 3; make sure you're aware of how it works for the first round of ISS postings in May. This is the same system that has been used for external job postings - it's just new to internal.

Every employee should be getting it set up as soon as possible, when your info is entered in, 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.

#### **EA 2 posting process has been grieved as a policy grievance. Just to outline what been grieved:**

The Employer has stopped posting level 2 EA positions as level 2, and is posting as level 1 and then offering to the EA1s in the school. If they want to upgrade to level 2 they can take the training.

If this is happening in your school, say no and tell all other EAs to say no, and tell the administrator they need to post vacant level 2 positions as level 2 and allow everyone in the District the chance to apply for those positions. Then contact a steward or myself to let us know the details.

Understand that if the members do not challenge this, the District will keep doing it until there are no posted EA2 positions and then it will be hard to monitor who they are paying level 2 rates to. Currently we are at a 90% EA1 to 10% EA2 ration. In one or two years there will be no posted EA2 positions if members don't take a stand now.

### **Motions around Meetings continuing next year:**

Day meeting:

Adrian Boons moved the motion to cancel the day custodial Monthly meetings held from September to June in Abbotsford for School District 34 Teamsters, and for going forward to hold meetings in October, 2023, January, 2024, April, 2024 and June 2024, on the first Thursday of the month, and address this again in April and June, 2024.

Seconded by Bruce McLaren

After discussions it was moved as amended below:

Adrian Boons moved the motion to cancel the day custodial Monthly meetings held from September to June in Abbotsford for School District 34 Teamsters, and for going forward to hold meetings in October, 2023, January, 2024, April, 2024 on the first Thursday, and June, 2024 on the second Thursday of the month, and address this again in April and June, 2024.

In favor 4

Opposed 0

Motion Carried

Amendment was made to respect the first Thursday in June, 2024 as the Instructional support staff appreciation day which falls on the first Thursday in June, 2023 and future years.

Evening meeting:

Connie Hampson moved the motion to cancel the evening Monthly meetings held from September to June in Abbotsford for School District 34 Teamsters, and going forward to hold meetings in October, 2023, January, 2024, April, 2024, on the first Thursday of the month, and June, 2024 on the second Thursday of the month, and address this again in April and June, 2024.

Seconded by Sarah Kamp

In favor 8

Opposed 0

Motion Carried

Alicia Kroeker moved the motion to cancel all meetings in July and August of 2023 and all July and August meetings going forward.

Seconded By Derrick Anderson

In favor 8

Opposed 0

Motion Carried

## **Old Business**

## **New business**

### **Next Meeting:**

**Will occur on October 5<sup>th</sup> 2023 530 pm. The custodial meeting will still be at 1pm but I'm open to suggestions.**

**Next School Years meetings will be held on October 5<sup>th</sup> 2023 January 4<sup>th</sup> 2024, April 2 2024, June 13<sup>th</sup> 2024.**

**Day time Meeting: No questions**

**Evening meeting:**

**Q.** If we need extra meetings of classification meeting next year can we add some?

**A. Yes** If there is a need for extra meetings as a whole group or as a classification to address a specific issue we can add extra meetings.

## ***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.

**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.

**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](mailto: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](mailto: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