



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 – March 3, 2022

Custodial Day Meeting 1pm: 0 Attended / 1 Registered

Evening Meeting 6pm: 7 Attended / 27 registered

Evening Meeting Guests: None

Thanks to Everyone at the Union Hall

Thank you to all the members out there.

Bargaining Update:

I will be meeting with the committee on March 10th Thursday to go through proposals and get a plan together.

I have spoke to all the committee members and will be updating them directly as we continue to close in on bargaining.

Thanks again to everyone who put their name forward for bargaining committee.

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 Rescheduled: Local 31 has now announced and mailed out to all stewards a notice around the rescheduled Stewards training on April 2 2022 at the Quay Hotel in New Westminster.

Please contact Stephanie Pike if you're interested in attending before the March 11 2022 deadline.

Stephanie Pike

spike@teamsters31.ca

604-527-2705

Teamsters working at board office and other non-school based sites:

I have had a few members reach out to me over the past few months about their positions and how they feel they are treated.

When talking to people in the different dispatch positions around the district, some HR assistant positions and most finance positions, you're probably talking with a fellow Teamster. Please be polite and respectful, they are doing their job just like you. They may not be able to make the final decision but are working to help their fellow workers to the best of their ability.

When calling people at the district level feel free to ask if you're talking to a Teamster, it might help both parties but also protect you from saying the wrong thing to management.

New Elementary School on Eagle Mountain, Irene Kelleher Elementary:

I have been in discussions around staffing at the new school with the New Principal, HR and Teachers Union.

The postings for EA's at the new school opened on February 28th and close on March 4th 2022

The idea is to allow new staff time on Pro-D days to meet at the school and plan strategies for the September start.

I do not have numbers of Support staff who will be required but it does look like the majority of students going to the new school will be transferring from Mountain. This has had a large impact on the staff at Mountain.

I have met twice with Mountain staff members affected by these changes to let them know what to expect and get them answers around their concerns.

If you would like more information around the postings, see the email sent by Heather Mack HR on February 14 2022.

Please feel free to contact me with questions around this.

Godson Elementary work place violence:

A new pilot process has begun to work on safety in the work place, thanks to the escalated reporting done by Teamster Staff and Teachers staff, reporting almost every single issue over the last few months.

EVRA Environmental Violence Risk Assessment: Violence in the work place.

Reporting issues are starting to become transparent, lack of support is starting to get addressed.

The Teamsters Union, ATU reps, LSS, and Mysafety are working together to try to find ways to support the School staff and students. They have started with a school level survey to get more clarity on concerns and issues, which both Unions have had input into.

We also have a meeting and walk through of the site with DOHS and JOHS, the Unions, Mysaftey, and Lss.

I am staying optimistic and will keep you informed.

Scholarship deadlines for 2022-23 school year:

Deadline for application for scholarships for 22/23 school year was March 1st 2022

Please be advised that President Hennessy has extended the deadline to March 31, 2022 for Teamsters Local 31 scholarship applications.

If you have any questions around this or want to be added to the list for updates around next year's scholarships please contact Alana Yuswack at Local 31.

Alana Yuswack

Ayuswack@teamsters31.ca

604-527-2714

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.

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:

Evening meeting:

Q. Can we bring up Middle School Clerical for bargaining?

A. This is one of many proposals I will be discussing with the bargaining committee. I will not take proposals that were not sent in by, or discussed before, the November 26th 2021 deadline, so please don't try to ask committee members to do this.

Reminders from Past meeting :

Q. Around address changes, if someone updates their address with Health and Welfare/ pension office will it update with Union also?

A. No you will have to update it with both, and your employer, this also goes for emails and phone numbers. The Union hall and Health and Welfare offices are separate and don't share personal info without consent from the member. The other option is to send it to me, I can forward it to Health and welfare and the Union hall to be updated. You would still have to update the employer.

Q Will the postings for the new school be exempt from the contract language if they come out early.

A. Yes as this is unique and they want to get the staff in early for orientation on Pro-D days near the end of the year. It will not affect the chance to apply for regular posting as per the letter of understanding on page 97 of your agreement.

If you have thoughts, questions or concerns around this please contact me I would like to hear them.