



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 6, 2025

Custodial Day Meeting 1pm: 1 Attended

Evening Meeting 5:30pm: 7 Attended

Thanks to Everyone at the Union Hall - special thanks to Stephanie and Shane for their help and hard work in doing the November and January mail outs.

Guest:

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

Important Please Read!!!

Contract update:

I sent out an email on Feb 14th with the results of the election of your bargaining committee. Congratulations to Jaret Wiebe (Trades/ Maintenance) unopposed, Yvonne Funk (Clerical), Leslie Carter (YCW), Mike Birchfield (Busing), Lorne Rosen (Custodial), Alicia Kroeker (EA), Chris Kelly (Indigenous Support Worker), Derrick Anderson (IT) unopposed.

I would also like to take the time to thank everyone else who put their names forward to run for the bargaining committee.

I have started meeting with the committee to go through the Union's proposals and it has been very helpful, and I believe educational for all.

We have a few more meetings and once we have completed the document, we will submit it when we meet with the employer.

All communications for bargaining and updates on progress will be through the Teamsters SD34 portal and the Facebook page run by the Union. Please get on them if you're not yet.

Monday March 3rd letter was sent out by President Hennessy letting the employer know to reach out to me to set up bargaining dates. I have not heard from them yet. This is a standard letter sent out to all our employers 3 months before a contract expires.

Elaboration on how bargaining works:

Elect committee, establish proposal document, meet with employer, K-12 sets the general wage increase and term, local bargaining has no control over this in School system.

Benefits is also not negotiated at the table, just the cost of the benefits package is. I had a lot of benefits proposals sent in and have tallied them and will send a letter to the Trustees at the Benefit Plan to outline what people would like to see changed on the Plan.

If you want to send your own suggestions about benefit plan improvement, email benefits.pensions@teamstersbenefits.ca address it to the Trustees of the Benefit Plan, and suggest your improvements.

Just a reminder: please respect the committee members when asking them what's happening at bargaining. I will update you at our Union meetings and in these notes. If the Committee just responds with 'good' that's at my direction.

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

Scholarships children/grandchildren of Members: The scholarships for children to apply for came out in November and closed March 1st. Two are still open until May 1st, for those graduating June 2025 and going to university fall 2025. Find them on Teamsters31.ca.

Discussion from past meetings 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. I have spoken with 4 senior managers about this issue and nobody seem to have an answer again show lack of leadership in this district.

Still working on solutions: A letter will be next.

Refusal of unsafe work.

I'm doing a write-up that will be posted when it's complete, about the process with violent students and how to protect our members.

Could be an option if you are asked to work with a student who you know has a safety plan and you are not given access to the plan and time to review it.

EA working group: Recommendations have been put forward to upper management and we are waiting on a response.

We received a response, and it was disappointing to say the least:

Employers' response:

"To follow-up on last weeks Labour Management Meeting and the EA Working Group, this was discussed at the Senior Leadership meeting in April and May. Commitments were made to improve culture and morale and review creative solutions to address end of day needs that arise. Apologies for the delay in following up with you on this matter. "

This will be a reminder for myself and the committee that the employer has no interest in bettering the District and work conditions, unless we force our hand as your bargaining committee.

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. It may also be addressed in the summer or in bargaining. I am open to suggestions on how to use the money.

[Learning Improvement Fund Regulation \(gov.bc.ca\)](http://gov.bc.ca)

This is how it was originally intended to be used. The employer refuses to monitor this, and I have had a lot of complaints about this from staff about abuse on members by principals, district principal, and in some situations teachers.

- provide an extra hour of paid time for Education Assistants and Youth Care Workers each pay period for consultation (e.g. consulting with colleagues, attending staff meetings, etc.). This is applied to EA's and YCW's that work less than 70 hours and more than 10 hours per month.
- employ additional YCW's to address student needs, a total of 7.9 FTE.

Application process for Make a Future: Please familiarize yourself with this system, it is the new application system to apply for new jobs.

This system should still be learnt as there is an option you can select to be alerted when new jobs are posted and be ready to apply quickly, it also allows you to pick what types of jobs you want to see.

Spark Rock: A new system for HR and for payroll includes vacation and sick days booking, and many other uses.

If you are not aware of this new system speak to your principal or vice principal, or email Hr.

Brian.davies@abbyschools.ca

Kate.muir@abbyschools.ca

Survey from the K-12 working committee on safety policies for the province is sending out a survey to all (Johs) Joint occupational health and Safety at each school and work site. If you are on a Johs and wish to fill it out be honest.

Old Business

Criminal record check: This is a requirement for your job and in past the employer has sent you a link and you access the site fill out your information and the site charges the employer.

The employer is now saying there is no longer an ability for the employer to pay on the employees' behalf and now you must pay for it and get the receipt for the CRC and submit it to the employer for reimbursement. Make sure you submit for reimbursement by emailing your receipt to criminalcheck@abbyschools.ca

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

The new rules came into place January 1 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

WorkSafe claims reminder reach out to me if your on worksafe for longer than a few weeks, the earlier I can help you the more you will be set up for success.

New business

Next Meetings:

Will occur on May 1st 2025 5:30 pm. The custodial meeting will still be at 1pm. I'm open to suggestion. We will discuss options for next school year's meetings.

Day time Meeting:

Evening meeting:

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

Q and A

Q. What's your view of the fall out of Ray Velestuk leaving, is it going to be beneficial to bargaining?

A. Can answer it by saying we know what we had with Ray, and how he worked, we don't know who will be replacing him.

Q. Does employer in your labor management meetings, share concerns with you about the struggles that are happening in school and ask for suggestions on ways to improve it.

A. No but even if they did, it's my view that they would only be saying they would want to help not really having any intention of improving moral. I ask what the employer has done in response to the survey that went out in 2023 that gave them answers to what employees' concerns are? Nothing they have done not a thing in a year and a half.

Q. What would you do if you were offered Sean Nosek's position.

A. I would meet with all PVP and senior management and let them know that they are going to be held responsible for doing their jobs, and if you are not able to make a decision then we will move on from you. I would also immediately remove a few people in senior management roles that I deem are part of the old guard and restrict this district from moving forward.