



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 November 3 2022

Custodial Day Meeting 1pm: 2 Attended
Evening Meeting 6pm: 13 Attended

Thanks to Everyone at the Union Hall

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

Bargaining Update:

We have dates scheduled in November and December; as most of you are aware, the Provincial template was released. It can be viewed on the BCPSEA website. We can now make some final steps with bargaining.

Stewards: 4 new members have stepped up to become shop stewards. I am excited to announce that Nicole Pichler (EA Moaut Secondary), Kim McKinnon (YCW Clayburn Middle), Tatijana Yung (School Board office), and Connie Hampson (EA mentor Core) have joined the Team.

We had 1 Steward resign due to time commitment; thank you to Robin McRitchie for her time as a steward.

1 steward retired over the summer. Special thanks to Kelly Earles. Congratulations on retirement.

Union Elections:

All Reps and executive board were elected by acclamation on October 12 2022, so 5 years with this administration. Want to congratulate everyone on the team, it's only the second time in the 100 plus years of the local nobody has challenged the team.

Old Business

Q. In last month's meeting I was asked about potential upgrades to allow members to login in to the teamsters benefit plans and track their benefit limits.

A. Although I don't have a lot I can share with you now, when I asked the plan staff they informed me new changes were coming hopefully in the new year, and that they had written an article about it in the newsletter that came out last month from the local. You can also find an article about the changes on the benefits plan web site.

New business

Next Meeting:

Will occur on December 1 2022. As discussed in the last few meetings, I have changed the time for the evening meeting from 6pm to 530 pm to see if we can get more people to attend. The custodial meeting will still be at 1pm but I'm open to suggestions as nobody attended the last 2 meetings.

November to June the meetings will be the first Thursday of the month.

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.

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

<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

Day time Meeting:

Q. What's going on with bargaining?

A. Like I said in the update earlier (see above) we have 4 more dates. Hopefully we have something to bring to the members at that point. I explained we can't talk about details around bargaining as it could get mixed up when people talk to others and it could also tip our hands about what we want.

Q. what can you tell me about Holiday selection for 12 month employees?

A. Article 14.2 speaks to the selection of vacation and 14:2.1 when multiple employees want the same time off, and the employer can't give all members the same time off then it goes to the senior person and this did not happen and initiated a grievance.

It was discussed further.

Evening meeting:

Q. What's going on with bargaining?

A. Like I said in the update earlier (see above) we have 4 more dates. Hopefully we have something to bring to the members at that point. I explained we can't talk about details around bargaining as it could get mixed up when people talk to others and it could also tip our hands about what we want.

Q. A Member asked why the Union doesn't make proposals.

A. I don't do the Job and wouldn't want to make changes to the agreement that could change a member's role or job drastically and have negative impact. I elaborated on the process of bargaining

I explained the process of how we collect the proposals (mail out to be returned by November 2021) which members could suggest what they wanted changed, including through all 2021 spoke about language proposals from members during monthly zoom meetings. I went through all proposals and put them into a document, the bargaining committee and I went through the proposal and made any adjustments. Once those are presented in bargaining to the employer that is what we have to work with.

Q. Member asked about being on WI and getting paid from the District for a stat when returning the day after the stat.

A. A little conversation ensued, I asked for all the facts and I could look into the situation further to see if the District is obligated to pay the stat. Member informed me he had sent a cheque to weekly indemnity for the Monday and the District had paid him for the stat.

Q. HR dispatcher has changed. Do you know what happened to Jaspreet? Member also expressed how good Jaspreet was at her job and enjoyable to deal with.

A. Jaspreet took a new position as exempt employee in HR. She is happy in her new role. The new dispatcher was an external hire and the role is exempt now because they are more involved in the absentee management.

Q. Where are we at with the Job evaluation committee that was part of the 2016-2019 and 2019-2022 k-12 agreement.

A. They changed it from an evaluation committee to a Bench marking Job committee. I brought 3 stewards that are active stewards (not on the bargaining committee) to the committee with me. We have met 6 days with the District team (also consisting of 4 members) and benchmark almost every District job posting and had only a few we could match. We have more to do as a committee but it has been very rewarding for all involved and has been a good process.

I will remind people to check their job descriptions to make sure they haven't made drastic changes since 2019 banding. If they have please see Article 21 of the agreement to see if you qualify for a classification review.