



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 November 6, 2025

Custodial Day Meeting 1pm: 5 Attended

Evening Meeting 5:30pm: 57 Attended

Thanks to Everyone at the Union Hall, Extra thanks to President Stan Hennessy for retaining assistant Business Agent Jennifer Wallace.

New Stewards: Always looking for new stewards, if you know of some, please have then reach out to me. I sent out a notice September 10, 2025, we have added 5 new stewards this September and that brings us to a total of 29. Please talk to your colleagues - we need stewards at all sites.

New steward training is coming, hopefully early new year. It will be a beginner course, with an advanced one to follow in the spring.

Important Please Read!!!

Bargaining Committee member change:

Chris Kelly Indigenous support worker stepped down from the Union bargaining committee.

Sameer Bird, Indigenous support worker, has been appointed by myself; the committee welcomed her to our last meeting and are excited to have her on the committee.

Contract update:

The Union and Employer met twice in September and once in October. The Employer cancelled 5 of our scheduled meetings as the Employer deemed they had little to nothing to talk with us about. This is far from the truth, and we have a lot of issues to discuss and work through. The Employer has suggested we wait and reinitiate discussions once the K12 comes out with their agreement.

The K12 will have the term of the agreement and general wage increases, it may contain other add-ons that will apply provincially, this could be language and or additional funds with how they can be utilized.

As the Chair of this committee, I will say: the Employer is currently sending the Union committee a strong message that they don't care much about the membership, and that they have their own priorities in mind and hold that above trying to resolve a lot of long-standing retention and employee shortage issues.

I am telling you now I have a strong feeling we will be seeking a strike vote and may have to serve strike notice to send the Employer a strong message. It is possible we may even have to go on strike before the Employer will take us seriously. Strike is a last resort for the committee and we don't want to have to do it, that being said it may be our only option to get the Employer to bargain.

I tell you this now to give people time to prepare put a little money aside and consider your future as this is your time to stand up for yourself and send a strong message to the Employer.

Continue to pay attention to updates on the portal and Facebook page. As we come closer to any votes the Union will be looking for strong support and turnouts, the Union committees will be very clear as to the direction we are heading.

All communications for bargaining and updates on progress will be through the Teamsters Local 31 portal and the Facebook page run by the Union. Please get on them if you're not yet.

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 a direction from me.

Teamsters Canada Scholarships for Members: Open to all members at teamsters.ca/members/scholarships/ deadline is October 31 of each year. We have passed this year deadline but, you will have a chance again next year.

Scholarships children/grandchildren of Members: The scholarships for children to apply for come out in Late November and close March 1st, 2 are open until May 1st, for those graduating June 2026 and going to university fall 2026. 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.

A recommendation was made by Dohs to senior management to flip the first day of school, staff in morning for prep meeting and students come in mid-day, and staff in afternoon debrief as opposed to current system of students in a.m. and staff debrief in the afternoon.

Still working on solutions: A letter will be next.

We have a steward currently looking at putting a system in place for buses, I will continue to press for the same in all sites for all staff in need.

Refusal of unsafe work.

During the summer we made new handout cards, about the process with violent students and how to protect our members. We are making visits to schools and handing them out to support staff.

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.

We have created cards to be handed out with what to do for refusal of work and how to report student-to-student violence, email me if you would like some dropped off at your work site.

Please know your rights around this, it is very important that we report all violent incidents prior to the refusal step to show we are making efforts to try to help students. Refusal is a last resort, usually due to lack of support or communication.

We have made a spreadsheet to track the number of violent incidents monthly in the District, which have been rising. Keep reporting then all, this is an ongoing topic of discussion at the School Board office. We are planning to make site visits to schools with high number of violent incidents.

Inviting your Union:

The Union is hoping to be more engaged with its members and trying to be more involved, we hope you welcome us and invite us to your schools/site for visits, and/or events. We have attended recent Pro-D Day training, a Halloween costume parade, and tomorrow a Remembrance Day ceremony. Just an FYI: if you intend to invite us to make sure to run it by your administrator for site events. If it's a visit, we will check in at the office ourselves. Pro-D Day training is a great time for us to have chats with the members and get a better idea about your job responsibilities and training instruction.

International Union Elections are coming up.

Potentially 2 elections coming up for next year: International delegates election for all Locals in the spring and the International executive board elections. At this point we don't know if they will occur and who will be running. I want to remind people to open their mail from the Teamsters Union and make sure you get your address updated with the Local to not miss out on getting a ballot.

More to come about these.

LIF Funding: I have posted the LIF fund Lou on the Facebook page and will be posting some printable LIF fund tracking sheets.

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

Went through new protocol language.

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 the 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

WorkSafe 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 assistance with WorkSafe 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 you're 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:

This school years Meetings: Thursday September 11th 2025, Thursday November 6th 2025, Thursday January 8th 2025, Thursday March 5th 2025, Thursday May 7th 2025, Thursday June 11th 2025.

This is open for discussion at Septembers meeting.

Next Meetings:

Will occur on January 8th 2026 5:30 pm. The custodial meeting will still be at 1pm. I'm open to suggestions.

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 proper electronics in place 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 days/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. Explain the K-12 agreement? – Provincial body that oversees the general wage increase and the term of the agreement at a provincial level.

A. BCEGU has a temporary agreement for 3-3-3-3, are we expecting something similar? We must wait and see what the K-12 agreement comes out with, they are still in meeting this month.

Q. Why are we not holding monthly meetings anymore?

A. We changed the meeting schedule last year to every second month due to low member attendance.

A. The members who continued to attend agreed to maintain the meetings but adjusted the schedule to every second month starting in September, including the months of May and June.

Q. A member stated they were having a safety meeting and expressed interest that they wanted the Union in attendance.

A. Lance asked for an invitation and if his schedule is open he would attend.

Q. Member asked if the K-12 is going to take in account of the wage disparity?

A. We are getting the K-12 bargaining updates on their website.

Q. What is an appropriate timeline for bargaining?

A. We are waiting for the K-12 agreement to be released and in the past, they have given 120 days for Districts to ratify their agreement.

Q. Why is the District adding VP positions and not clerical?

A. The Employer has the right to manage, but I agree hiring clerical and support staff is more beneficial.

Q. Application to the Union scholarships, how do I make it stronger?

A. Make it mostly about the Union, and how the Union has impacted your life, but I can really advise on that.

Q. When reporting violent incidents, we are to report on company time, and inform the principal? What do we do when we get resistance from the principal?

A. Yes, report on company time, take a few minutes to complete your CLVR report, you must let your principal know. If you're more comfortable you can send them an email to let them know you are filing a report. If you are getting back lash, call the Union immediately.

Q. If someone witnessed a violent incident, how can they support?

A. If you or someone witnesses a violent incident, you can file a CLVR report.

A. Check with the staff that witnessed and confirm what they saw, and then you can add their name to your report.

Q. When we vote for example the collective agreement, do non-votes count as a no?

A. If a person chooses not to vote, it doesn't count as anything. But we do recommend that everyone comes out and votes to have a say.

Q. How much of our meeting information is going to the School District?

A. I am hoping none, but realistically somehow, they have received our meeting minutes.

Q. Safety plans that are not working, what can we do?

A. You can ask for an updated safety plan and if they continue to not work, ask for a revised safety plan and then reach out to My Safety and the Union. Keep reporting with CLVR and mark mental state as high.

Q. Our school has enough designated students for more EA's, but the District is refusing. What happens to the funds when the school District is not using them?

A. Currently the District doesn't have enough EA's in the casual pool to distribute and the funds if they have any leftover would get redistributed back into general revenue.

Q. Does the School District have a plan for the increased violence on students?

A. We have asked for a reporting system at the JOHS committee, the District is refusing to acknowledge they have an issue.

That is why the Union has made these cards. Student-to-student violence and refusal of unsafe work, please take one on your way out if you don't already have them at your school.