



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 October 5 2023

Custodial Day Meeting 1pm: 2 Attended

Evening Meeting 5:30pm: 6 Attended

Thanks to Everyone at the Union Hall

Guest:

Stewards: I have set the first of three stewards training session this year and the notice was sent out Tuesday to all stewards' personal emails. I am working to schedule one more, specifically for SD34 stewards and one more for all my stewards.

New Steward: I put a call out (a letter on facebook and the teamster's portal) for new stewards. It closes tomorrow (October 6th 2023). If you know someone who would be interested please ask them to email me.

The District has designated the first Thursday of every June to be Instructional Support Staff

Appreciation Day: Just to remind everyone this is the reason we are holding the June 13th 2024 meeting on the second Thursday of June rather than the first Thursday.

Contract update: Contracts are ready - I have about 100 but can get more. If you or your staff would like some I can deliver then to your school or site. Just text my cell or email me and let me know how many, what site/school, and whom to deliver them to.

EA working group: Updates will come as I get more.

Custodians casuals and Clerical paid minimum wage 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.

Wac'ipi C'ante Was'te Yuhapi : “with a good Heart Pow Wow” June 9-11th 2023

Reminder of this event hosted by Teamster and Indigenous Support worker Marlyn Klassen “Bear paw”

I attended with 4 other reps from the Union and talked with and took in a few of the traditional dances and songs.

It was a great event.

Burnaby Christmas Bureau: Last Saturday 6 reps from Local 31 and 6 from 155, met to help transfer 40 plus skids of toys to be given out this Christmas to children in need. We have done this the last few years and are happy to help a good cause. A 155 member supplied a 5 tonne truck and Organizer Ben Hennessy drove our Local 31 semi with a borrowed trailer from Van Kam Freightways to help move the skids.

Committee for Accessibility: The Union appointed a member to this committee. I will keep you updated as I have information to report on.

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

Layoff Letters went out and the District didn't post EA 2 positions. This was grieved, and I sent out a letter outlining what had happened on June 23 to make it clear that this was a District mess up.

Although the effects continued through the summer to many employees, I am optimistic that after discussion with the Employer and two grievance resolutions, that next year's rounds of postings will be done by the Agreement.

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 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 ratio. In 1 or 2 years there will be no posted EA2 positions if members don't take a stand now.

Positions which faced layoff after the start of the school year starts: You have the right to be made whole for the hours and the wage for which you were laid off, for the remainder of the school year. You can also ask to be returned to the laid off position should it become available throughout the year (do so in writing), although you cannot force this by the Agreement after September 30 (ISS posting procedure LOU pg 84); if you don't ask there will be no chance.

Reminder of Scholarships for Members' children: Usually goes out end of November early December, and closes March 31 2024. For children of Teamsters who are in grade 12 and graduating June 2024.

New Posting Application system:

New posting application process came into effect April 3. Make sure your aware of how it works for all future postings. 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 you are entered in you info 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.

New leadership throughout the District:

New Superintendent: Sean Nosek: I meet with him tomorrow to have a sit down talk. I have had short conversations with him, and look forward to working with him. I think he brings a new positive outlook and wants to make meaningful change.

New Associate Superintendent, HR: Patricia Lo: Patricia Lo comes to us from Abby Police and I am happy to say I have worked with her over the past 3 years and think she will be a huge asset to the District and bring about some well-needed changes.

Director of Facilities: Greg Forbes-King: I have not met with Gary yet however it is on my list of meetings to set up.

Two Facilities employees at a school site had random WorkSafe inspection: I was aware the day it happened, and it was discussed at the last safety meeting. I thought it was important to discuss it at this meeting.

The report that was given to the District had no changes or orders to fix. Positive!

The two employees were approached by WorkSafe employees, while they were assessing how to safely proceed with completing the requirement of their Job.

They were asked many questions around ladder safety and training, what other options they had, and how they would proceed to go about getting the other options (scaffolding, man lifts).

Both members in the report answered correctly and where able to give an informed breakdown of the rules and procedures.

Well done to those employees!

I know for a lot of people the new safety rules that are being implemented can seem a little overboard and a lot of extra work, but they are there for your safety. We want everyone to go home at the end of the work day.

When our members take safety seriously we do our part in helping keep everyone safe.

I just want to reiterate WorkSafe employees can show up any time and ask questions of you around safety at the workplace; make sure you know your policies and procedures and ask for time (Pro D-day training) if you need extra training.

Old Business

New business

Next Meetings:

Will occur on January 4th 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 5th 2023 January 4th 2024, April 2 2024, June 13th 2024. It was brought to my attention the January meeting most staff is still on Christmas break, I will try to find and alternate date.

Day time Meeting:

Q. Member asked how can we go about finding out if our area is in compliance with what the contract states? Member felt the school had been short staffed.

A. Speak to manager either verbally and follow up in writing that you are requesting the Square meters area of you and the rest of the staff at your school based on the formula laid out on page 80 of the collective agreement. If it's refused or if it doesn't fit in the formula on page 80 then you file a grievance.

Evening meeting:

Member stated: EA's are burning out and resigning and we have a big shortage right now.

Response: I agreed and although staffing isn't an option the Union has control over I continue to have discussions on how to address the retention issue and offer the District solutions. I would also encourage members to reach out to a steward or myself before you hit a breaking point and resign, there are options we can look at.

Q. Who can help us new staff EAs to understand the EI reporting record of employment (ROE) from Employer. Why did some staff not get paid for the last day of the school year in June?

A discussion amongst members and me continued about 10 min.

A. Although the ROE question is more of a payroll question some suggestions came out of discussion.

1. The understanding from the conversation is Payroll puts out 3 ROEs, one before Christmas (reports hours from end of last school year to Christmas break) one before spring break (reports hours from Christmas break to Spring break) and the third is from (spring break to end of school year).

If this is correct keep a copy of all 3 ROEs and submit them to EI when applying to make it easier.

A. People not getting paid for a day they worked. The last day of the school year after the students are out is usually an optional day for Instructional support staff and not mandatory. If you chose to attend and work make sure you inform all those that need to know, example are principal and administrative assistant.

Reminder: It is up to the employee to make sure they are paid for the time they work, monitor your pay stubs and make sure you check to see if you are being correctly paid. If you feel like a mistake has been made, contact payroll, if the answer you get still doesn't sit right contact a steward.

Q. Is the On-Call phone grievance resolved?

A. Yes. It was resolved based on the meeting with the on-call members and a discussion about what an acceptable resolution would be. I resolved it based on feedback from that meeting. Resolve: All those who did the cell phone on call monitoring from when it was grieved(start of July) going forward would be paid .5 of an hour per day at a rate of 1.5 times their pay. This will continue until the app becomes fully implemented for all days that the members are require doing the check in with other staff via the on call phone.

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.

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