



TEAMSTERS LOCAL UNION No. 31

AFFILIATED WITH TEAMSTERS CANADA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
#1 GROSVENOR SQUARE, DELTA, BC V3M 5S1

SD34 Meeting Topics – September 15 2022

Custodial Day Meeting 1pm: 0 Attended

Evening Meeting 6pm: 11 Attended

Evening Meeting Guests:

Thanks to Everyone at the Union Hall

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

Some are happy to be back

Bargaining Update:

We had bargaining dates May 17th, 19th and July 6th, 7th September 8th, 2022. It's a long and slow process but so far has been going well. No monetary talks yet. We have dates scheduled in November and December as we are now waiting on the provincial template.

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 send meeting notices only via Abby school's emails.

New Elementary School on Eagle Mountain, Irene Kelleher Elementary:

Went up to the school for the first day of school to meet the new staff and say hello. The staff there is great 10 EA positions, 2 custodial and one administrative assistant.

Stewards: The Union will be putting out a call for shop stewards shortly. If you or someone you know is interested please respond to the notice; hopefully next week I will send it out.

Practicum Students

During the summer I reached out to by Vancouver Career college Abbotsford campus, asking if I would be interested in talking with the new practicum students doing their practicum at Abbotsford school district.

After looking at their course and the rate of members moving from practicum student to employees in Abbotsford (90%) I decided it would be a good opportunity.

I outlined a bit about the Teamsters Union organization and how it works and then gave them an overview around roles as a practicum student do's and don'ts.

I then outlined the positing procedures, layoffs, and other important things they need to know.

As a reminder to our staff members: 90% of these practicum students become employees of the District so please show them kindness and help them where possible.

Sept 19th Day of mourning

Most of you have received the email that schools will be closed. If you haven't, the provincial government followed the Federal government in closing public government facilities and schools for the day and paying staff.

Update on SD34 HR changes

The positions of Teamsters Dispatch and disability management in HR have been posted as Exempt positions (management) and switched duties to allow for attendance management and disability management leave grants and other confidential material that would put a union member in a conflict of interest if doing these positions, due to personal information and the potentially influencing of discipline on other members.

New business

Next Meeting:

Will occur on October 6 2022 please note on this day there will be no day meeting at 1pm only 6pm meeting as I am taking a training course during that day.

October 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

Custodial and other 12 month vacation selection discussions, Please see article 14:2.1 and 14:2.2 read and know your rights.

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

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: none

Evening meeting:

Q: vacation: If approved can they then refuse your selections.

A: No, if confirmed, only with employee's agreement can it be switched. If this happens and it's not by choice, you should grieve it.

Q: Vacation: if day by day after March 31 can they be denied vacation requests?

A: Yes, also after March 31 cannot override a junior employee's selection that's been approved. See 14.2.2

Q: Assignment to admin assistants about new clevr system to report and set up field trips adding about 30 min. worth of work.

A: Ask and make sure you're properly trained; if it adds work that takes you over the 7 hours then ask manager to confirm priority of workload or add overtime to your day if you're willing. Make sure you confirm in writing.

Q: Can School District force us to all attend the Walking Forward event on September 29th pro-d day?

A: Yes as long as they are paying you they can choose the professional development.