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 September 11, 2025

Custodial Day Meeting 1pm: **2 Attended** **1:08pm**

Evening Meeting 5:30pm: **15 Attended** **5:35pm**

Thanks to Everyone at the Union Hall special thanks to President Hennessy, Mike, Ben and Jennifer Wallace for helping me while I was off.

Guest:

New Stewards: Always looking for new stewards, if you know of some please have then reach out to me. A notice was sent out yesterday September 10, 2025 please talk to your colleagues we need stewards at all sites.

Important Please Read!!!

Contract update:

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

We have one more meeting 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 portal and the Facebook page run by the Union. Please get on them if you're not yet.

We have 2 dates scheduled in September and 6 in October currently. I should have some updates for November meetings as to how the bargaining is going.

Just a reminder to 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.

Scholarships children/grandchildren of Members: The scholarships for children to apply for should be out in November and closed March 1st 2 are still open until May 1st, for those graduating June 2025 and going to university fall 2025. Stay tuned for applications. 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.

Apparently, Summer school was much better than last year. Happy to hear about your experiences.

A recommendation was made by Johs to senior management to flip the first day of school, staff in the morning and students in the afternoon as opposed to the current system of students in am staff debrief in the afternoon. Will resubmit recommendation.

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.

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.

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)

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 past the employer has sent you a link and you access the site to 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 January1 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 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

Local 31 was the first in North America to come to a tentative deal with Gordon Food Service. We are welcoming 700 new members to our Local. This is the largest single organizing drive in out Local's history.

BCGEU strike: the Union is monitoring and it should not affect anyone at the School District but a reminder we do not cross picket lines

This school year meetings: Thursday September 11th 2025, Thursday November 6th 2025, Thursday January 8th 2026, Thursday March 5th 2026, Thursday May 7th 2026, Thursday June 11th 2026.

This is open for discussion at September meeting.

Next Meetings:

Will occur on November 6th 2025 530pm. The custodial meeting will still be at 1pm. I'm open to suggestions.

Day time Meeting:

No Questions

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

Evening meeting Q and A:

1. How to manage issues with Admin team?

A: Track everything, have witnesses and reach out to Union, then file with Trish at HR to do a formal report. HR will open an investigation and have an outside investigator or do it internally.

2. Is there a time frame for Duty to act or report an issue with Admin?

A: 21 days and always take a shop steward with you in all meetings with Admin, the shop steward will take notes.

3. When reporting on CLVR and clicking to have follow up with the District, it gives a generic generated email back but I get no follow up.

A: It asks for contact info, a flaw in the system. The principal is to follow up with staff within 24 hours. Mark your mental state as high on clevr form. If you are not getting support always reach out to the Union.

4. Custodians have no training on CLVR

A: Bus drivers as well - working with the District to rectify this. If you witness violence you report, it takes a toll on you mentally. Bus Drivers when they witness a student-on-student violence on the bus they need to report.

- When reporting through email keep the students' names off, use initials.

5. If we need to report poor behavior shown by a shop steward?

A: The Union has zero tolerance for that, let me know ASAP.

6. Can we report CLVR on working time?

A: YES! All your reports should be done while you are at school, ask the principal for time to report.

7. Is leaving school during our breaks allowed?

A: 30 min unpaid break is your time, should be around the middle of your shift and some people leave, not recommended, but they are allowed an uninterrupted break. Be aware of the time and be back when your break is over, you don't want to be disciplined for time theft. Taking paid rest breaks should not be added to the end of your shift to leave early, for paid breaks you should remain on site. Don't make side deals to get off early, it's against our Collective Agreement. Article 7:1.2