



## **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 10, 2026**

**Day Meeting 1pm: 4 Attended**

**Evening Meeting 5:30pm: 26 Attended**

**Thank you to everyone at the Union Hall for your continued support and encouragement.**

**We have invited some guest Business Representatives to attend the School District meeting to help demonstrate the support and representation our members have from the Local beyond the School District. Brother Ben Hennessy, Brother Mike Hennessy and Brother Paul Simms shared information about the workplaces and groups they represent, which provided members with a broader understanding of the Local's reach and the diverse membership within our Union.**

**We have reps at Annacis Island (Delta Main office), Abbotsford, Prince George, Vancouver Island(Nanaimo) and Whitehorse offices for our 8800 members at over 100 different companies.**

**New Stewards:** We are always looking for new stewards; a new steward call out will be sent out next week. If you know someone who may be interested, please encourage them to reach out to one of us.

Please talk with your colleagues and friends, we need a steward at all sites. If your school does not currently have a shop steward, we have also recently created a Site Contact role. A Site Contact serves as the communication link between your site and the union.

Your involvement helps keep everyone informed and represented. Thank you for helping us strengthen our sites!

#### **Steward Training**

The Local is providing two training courses this year a 1 day on October 4<sup>th</sup> and another advanced October 20<sup>th</sup> to 23<sup>rd</sup> held at the New Westminster Quay. We are pleased to be sending 9 people for Oct 4th and 4 people to the Oct 20 to 23<sup>rd</sup> training session.

# Important Please Read!!!

## Update K-12

**A framework agreement in place as of April 17<sup>th</sup>, 2025 for those that don't know I will share a little.**

- The K-12 contains a 4 year deal with wage increase July 1, 2025, 3% retroactive, July 1, 2026 3% July 1, 2027 3%, July 1, 2028 3%
- Money for local bargaining for local supports in year 3 and 4. LMA a new system set up where the districts and union apply for a temporary LMA.
- Information around subcontracting out and violence in the workplace, which we have asked questions about.

In the Past when the K-12 makes their agreement we have 3 to 4 months to complete ours to get the K-12 framework, this framework has until January 15, 2027, to ratify to qualify for the

<https://bcschools.cupe.ca/wp-content/blogs.dir/806/provincial-framework-agreement-2025-2029-final-2026-04-11.pdf>

## Local Bargaining Update

We met with the district a few times during the summer July 9<sup>th</sup>, 28<sup>th</sup>, 30<sup>th</sup>, and August 7<sup>th</sup>, and are scheduled to meet again September 16<sup>th</sup> and 23<sup>rd</sup>. We hope that with the following dates scheduled we can continue to make progress to getting a new agreement.

Our committee is working hard to get a fair agreement with the mindset to be done well before the Jan 15, 2027, deadline. It is important for members to be watching for bargaining updates in September and October as we are getting closer to the end of bargaining, best ways to stay informed with updates are through the Facebook page and portal.

## Teamsters Canada Scholarships for Members:

teamsters.ca/members/scholarships/ deadline is October 31 of each year. We are approaching the opening of this year's scholarships; it usually opens at the end of August.

**Scholarships for children/grandchildren of Members:** The scholarships for children to apply for come out in Late November and close March 1<sup>st</sup>, 2 are open until May 1<sup>st</sup>.

## Back to School Reminders

It has been brought to the Union's attention that there is an ongoing issue with the employer awarding positions not following our Collective Agreement Article 4:2

*4:2.1 Qualified regular or school-term employees are eligible to apply for a vacant posted position. Where qualifications are equal, the seniority provisions of the Agreement shall be the determining factor in selection.*

*1:7 “Qualification(s)” or “Qualified”: shall mean to possess the knowledge, skills, ability and academic qualifications.*

If you have been affected by this please reach out to HR via email asking why you did not receive a position that you applied for and if the answer is not in line with our Collective agreement language, please reach out to one of us.

Make sure everyone is aware of all students that they are working with that they have read the safety plans, safe work instructions and IEP'S.

Please see the recent email from Brian Davies Human Recourses, regarding the LIF fund do's and don't and reporting system.

## **Clevr**

A reminder to report all violent incidents in CLEVR. Accurate reporting is critical. The more information we have, the better equipped we are to work together and advocate for meaningful changes that will improve workplace safety for all members and students.

If you get injured on the job, please report all injuries to your sites designated First Aid person.

## **LOU expanding before and after childcare at Godson**

We were able to visit some of the members that were part of the before and after school at Godson. It was a huge success, and we are hoping that this is the year the district will expand the program to more sites.

## **Application process for Make a Future:**

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.

Please consult the Collective agreement (pg. 84-85) regarding the instructional support staff posting procedure to ensure you understand the process.

We recommend you apply for all positions to get regularized. If you don't get a posted position by the end of September, you will not qualify for benefits until the following school year.

If you are not aware of the system email HR. [Brian.davies@abbyschools.ca](mailto:Brian.davies@abbyschools.ca)

## **SparkRock**

This is the new payroll system that the district is using, please familiarize yourself with program as you will need to input your extra approved hours, over time and other payroll information. Please refer to the email sent to everyone's abbyschools email on September 4<sup>th</sup> from Sparkrock HRP for support.

For support, please reach out to SparkrockHRP@abbyschools.ca

## **Training Videos Supplied by the Employer**

All required training videos that the district has rolled out that you are required to watch as part of your job should be done on work time. Ask your supervisor for an allotment of time to watch the training or ask for pre-approved extra time outside of regular work hours to complete the videos if that doesn't happen to reach out to the Union.

## **Fieldtrip Reminder**

Make sure you are given correct breaks and proper overtime pay when on field trips.

Some articles in our Collective Agreement for reference:

- 13:2.4 Reference article 12:1
- 12:1.2.2.
- work week for A:3, A:4 up to 7hrs.

The employer is paying the o.t after 5.5 your normal scheduled shift.

If anyone has any questions about field trips extending past the regular workday, please reach out to one of us.

## **Inviting your Union**

The union is working to be more engaged with our members and to be involved at all sites. We hope you will welcome us and invite us to your schools/ site for visits, and events.

Just a reminder if you invite us to your school, make sure to inform your administrators. Pro-D Day training sessions and support staff meetings are excellent opportunities for us to connect with members, answer questions and offer support.

During the summer both of us attended the Bus Bid Day on Monday Aug 31, it was about 4 hours, all the routes were picked, and the regular routine and safety procedures were discussed. I wanted to thank all bus drivers that attended and wanted to share our gratitude for being part of it.

We also attended the Summer Learning on September 2nd we were able to sit in on a session called Recognizing Burn Out. We had the opportunity to meet and chat with some members during our time at Yale.

We were able to visit many school during the summer months and was able to touch base with some of our custodians and facility members while at the sites.

### **Woman's Conference**

Our Local proudly sent 13 women to the Women's Conference in Washington, D.C., with seven of our representatives coming from the School District.

The conference offered a variety of workshops, providing our representatives with opportunities to learn, grow, and connect with Teamster sisters from across our Local, Joint Council, and internationally. We attended workshops focused on sister empowerment, leadership, and building stronger connections, and each of us came away with new knowledge, new friendships, and a renewed sense of what it means to be a Teamster.

One of the highlights of the conference was visiting the International Brotherhood of Teamsters Building. It was a special opportunity to experience the history and significance of our International Union firsthand, especially with our Local President Stan Hennessy who is an International Vice President. This conference let us return home feeling empowered, and incredibly proud to be Teamsters.

### **Old Business**

WorkSafe claims reminder reach out to one of us if you are on WorkSafe for longer than a few weeks, the earlier we can help you the more you will be set up for success.

### **Next Meetings:**

**Will occur on November 5<sup>th</sup>, 2026 at 1:00pm and 5:30 pm.**

November 5, 2026, January 7, 2027, March 4, 2027, May 6, 2027 and June 10, 2027

## ***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 day's/Hours will you need me to train 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.

**Topics of discussion for future meetings:** Let us know if there is something you would like us 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](mailto: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](mailto: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 must be in good standing.

**Custodian 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: Are we going to get retro pay?

A: Yes, it is outlined in the K-12 agreement to be paid retro from July, 2025, year 1 was outlined clearly.

Q: Can we put the retro into an RRSP?

A: When we ratify the new agreement, you should receive the retro on a separate check and it is your money to do with as you please.

Q: On fieldtrips are we entitled to a break?

A: Yes, you can refer to the collective agreement for entitlement. In a normal day (5.5 hrs) you get a 15 min paid break and a 30 min unpaid, uninterrupted break, you also qualify for overtime after 7 hours.

Q: How can we get our medical coverage changed?

A: We are proud to have 100% employer-paid medical coverage as part of our benefits package. If you have questions or concerns regarding your medical benefits, please feel free to email Lance or Jennifer. We can forward your concerns to the Benefits Trustees.

Q: LIF tracking, is it the same as last year? How does the tracking work?

A: LIF is the same as last year, with 30mins a day for 1 member at the qualifying school site, and 1 hr bi-weekly for everyone in qualifying schools. Please read the LOU if you have not for a better understanding of the LIF fund. Also please report LIF fund use through the link Brian Davies sent out as this gets reviewed by use to make sure it is being utilized and used properly.

Q: Paystubs are missing itemized items what should we do?

A: If you have any questions or concerns with the new payroll system reach out to [SparkrockHRP@abbyschools.ca](mailto:SparkrockHRP@abbyschools.ca) if they do not respond within 48 hours on weekdays, send Lance or Jennifer an email and we will forward it directly to HR asking for a prompt response.