



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 May 7, 2026

Custodial Day Meeting 1pm: 1 Attended

Evening Meeting 5:30pm: 24 Attended

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

Thanks to Jennifer for holding down the meeting in March.

We are inviting business agents to attend SD 34 meetings to let you get better knowledge of who the team is working in the main hall alongside Abbotsford, PG , Island and Whitehorse offices for our 8800 members.

New Stewards: We are always looking for new stewards. 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!

Important Please Read!!!

Update K-12

A framework agreement in place as of April 17th, 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 on April 29th and 30th, May 6th and are scheduled to meet May 27th and 28th. Your committee is optimistic following our April meetings and the beginning of this month that we can make some meaningful progress at the upcoming meeting at the end of May.

We will provide another update in our June meeting. 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 June and/or September.

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 for 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.

Discussion from past meetings about better access for staff to see IEP and Safety plans:

As the school year comes to an end and we prepare for a fresh start in September, this is a friendly reminder about the importance of safety plans and safe work instructions.

This remains an ongoing issue that we are continuing to address with Occupational Health and Safety. If a student has a safety plan in place, please ensure you have read and fully understand it before working with that student comes September.

Bus drivers also have access to adapted safety plans for students; make sure you have read them before the first day of school.

We are continuing to work with the school district to support staff who need to gain access to safety plans, we want you to be able to have access to them more quickly.

Refusal of unsafe work.

We have had 4 refusals of unsafe work this past school year, with an addition 2 that were filed this week. The cards we have created are at the front if you would like to take one. If you have any questions, please reach out to one of us and if you are considering a refusal of unsafe work give us a call.

We have created cards that we have been handing out, I have seen them on most union boards, it is regarding what to do for refusal of unsafe work and how to report student too student violence, email one of us 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 incident prior to the refusal step to show we are making efforts to try to help students and the refusal is last resort, usually do to lack of support or communication.

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.

LOU expanding before and after childcare at Godson

The postings have come out and are now closed a further update will come.

Lou's completed for Seasonal Landscaping –

Three internal applicants have applied for this posting, with one accepting the position. The positions were then posted externally, where additional candidates applied. To our knowledge, those who have been hired have not yet started. We hope the district resolves this soon so that our members are not left to pick up their slack.

Lif Funding:

Stay tuned for a LIF fund LOU update. We will only change things pending on funding.

Please continue to report the time used it is important to get the date of how the funds are being used.

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

Application process for Make a Future:

Reminder, the first round of postings comes out in around the middle of May for support staff-

Please familiarize yourself with Make a Future, update your resume and work experience on it as it is the application system to apply for job postings with the district.

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.

There will be a lot of posting coming out as not all were filled at the start of the school year. 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

Retiree Dinner

We will be attending the retiree dinner June 4 we look forward to seeing our members and wishing them a happy retirement.

Delegates Election

Huge thank you to all the members that participated in the vote.

Discussion

Next year's meeting dates. Recommendations: September 10, 2026, November 5, 2026, January 7, 2027, March 4, 2027, May 6, 2027, June 10, 2027

If members are interested, we can schedule an extra meeting on October 1st or 8, 2026 for a bargaining update

A motion will be made at the June meeting, and a discussion will be held to set the next school year meetings.

Old Business

Clevr – we will have an update in June for a final report of the school year. The violent incidents are at an all-time high, please continue to report all violent incidents at your workplace.

For payroll concerns email: Support.Payroll@abbyschools.ca

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.

New business:

This school years 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 Septembers meeting.

Next Meetings:

Will occur on June 11th, 2026 at 5:30 pm. The custodial meeting will still be at 1pm. I'm open to suggestions.

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 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/benefitsbenefits.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

Q1: The District has sent out another survey what is the Unions stance?

A: The union is not involved in this survey, it is your choice to complete the survey, might be an opportunity to have your voice heard.

Q2: The survey asks for you to sign in, how anonymous is it?

A: Probably not as private as you think, especially when in the survey they are asking your work location and is giving a prize for the site that has the most participate.