



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 January 8, 2026

Custodial Day Meeting 1pm: 3 Attended

Evening Meeting 5:30pm: 29 Attended

Thanks to Everyone at the Union Hall, Extra thanks to President Stan Hennessy and the executive board for bringing on Business Agent Jennifer Wallace who officially started January 2 2026.

New Stewards: Always looking for new stewards, if you know of some please have then reach out to us.

We are now at a total of 32. Please talk to your friends, we need stewards at all sites.

New steward training is coming, hopefully early this year. It will be a beginner course, with an advanced one to follow in the spring.

Information site contact: The Union is looking members willing to pass along Union information, including Notices about votes and potential contract updates, be a contact person when we are doing visits and let other staff now.

If you're interested, reach out to the office.

Important Please Read!!!

Contract update:

The Union and Employer met 2 times in September and 1 time in October. The Employer cancelled 5 of our scheduled meetings as the Employer deemed they had little to nothing to talk with us about. This is far from the truth, and we have a lot of issues to discuss and work through. The Employer has suggested we wait and reinstate discussions once the K12 comes out with their agreement.

The Last K-12 update was December 18th which stated they would be meeting again in early new year. I am also aware of the president's council meeting this week to discuss bargaining and other issues.

The K12 will have the term of the agreement and general wage increases, it may contain other add-ons that will apply provincially; this could be language and/or additional funds and how they can be utilized.

In the Past when the K-12 makes their agreement we have 3 to 4 months to complete ours to get the K-12 agreement so a vote or a strike vote may come quickly after the K-12 concludes their agreement.

As the chair of this committee, I will say: the Employer is currently sending the Union committee a strong message they don't care much about the membership, and that they have their own priorities in mind and hold that above trying to resolve a lot of long-standing retention and employee shortage issues.

I am telling you know I have a strong feeling we will be seeking a strike vote and may have to serve strike notice to send the Employer a strong message. It is possible we may even have to go on strike before the Employer will take us seriously. Strike is a last resort for the committee and we don't want to have to do it, but it may be our only option to get the Employer to bargain.

I tell you this now to give people time to prepare - put a little money aside and consider your future as this is your time to stand up for yourself and send a strong message to the Employer.

Continue to pay attention to updates on the portal and Facebook page. As we come closer to any votes the Union will be looking for strong support and turnouts. The Union committees will be very clear as to the direction we are heading.

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.

Just a reminder please 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 at my direction.

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's deadline, but you will have a chance again next year.

Scholarships 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, for those graduating June 2026 and going to university fall 2026, also a few for returning after first year. 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.

A recommendation was made by Dohs to senior management to flip the first day of school, staff in morning for prep meeting and students come in mid-day, and staff in afternoon debrief as opposed to current system of students in am staff debrief in the afternoon.

Still working on solutions: A letter will be next.

We have a steward currently looking at putting a system in place for buses, I will continue to press for the same in all sites for all staff in need.

Discussion with District about expanding before and after childcare at schools done by our members and could even have spring break winter break and summer work options.

I have been asked to meet with the Employer to see how we could make a bigger plan work district wide that would give our members more hours and allow parents more local childcare options.

It is in early discussions but I will keep you posted.

Student to Student violence:

Student to student violence is going unreported and is becoming a larger and more disturbing trend that causes extra mental trauma to our members.

Surrey Dpac has created an online reporting system for classroom clearing.

Abbotsford parent Facebook group has also created a tracking system.

At this time, I do not advise my members to be reporting on these groups as we have no way to know how the data is being kept and how private it is. We continue to monitor this, and are pushing the Employer to create a tracking system of their own.

Use the cards the Union has created and report via email to PVP and Teacher of student. Use initials of students not the whole name for privacy.

Stats of reporting:

2020/21 school year to 2024/25 reporting is up 552%

2025/26 we are already over 50% of the total of all last year's reporting and are only 4 months into this year one of those months was only 2 weeks December.

Keep it up! Reporting is working and we still believe we are only at about 30% of what is really happening.

Inviting your Union:

The Union is hoping to be more engaged with its members and trying to be more involved, we hope you welcome us and invite us to your schools/ site for visits, and or events. We have attended recent Pro-D Day training, a Halloween costume parade, and tomorrow a Remembrance Day ceremony. Just an fyi if you intend to invite us to make sure to run it by your administrator for site events. If it's a visit, we will check in at the office ourselves. Pro-D Day training is a great time for us to have chats with the members and get a better idea about your job responsibilities and training instruction.

We will be attending driver training on January 26th 2026, and the share learning on February 13 2026.

Jennifer will also be attending the EA Mentor training on January 15th and 22nd.

International Union Elections are coming up.

Potentially 2 elections coming up for next year: International delegates election for all Locals in the Spring and the International Executive Board elections. At this point we don't know if they will occur and who will be running.

I want to remind people to open their mail from the Teamsters Union and make sure you get your address updated with the Local to not miss out on getting a ballot.

The Nominations for Delegates will occur next week at the General Membership Meeting on January 14th at the Dispatch Hall. Once those occur, if an election is needed (more candidates nominated than positions) an election will be called. Ballot mail outs would go out February 13th Friday which would mean arriving at houses the week of February 16th to the 20th 2026.

LIF Funding: I have posted the LIF fund LOU on the face book, A new LIF hours tracking system has been created by the Employer and Union to help us track the hours. Ask you PVP for the tracking link.

[Learning Improvement Fund Regulation \(gov.bc.ca\)](https://www2.gov.bc.ca/gov/content/learning-improvement-fund-regulation)

Link for LIF fund reporting:

<https://forms.office.com/r/yCD53NAhjt>

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

WorkSafe and new regulations: Bill 41 Update and amendments to the WorkSafe act.

The new rules came into place January 1 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

New business:

This school year's 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 June's meeting for next years meetings.

Next Meetings:

Will occur on March 5th 2026 5:30 pm. The custodial meeting will still be at 1pm. I'm open to suggestion.

Day time Meeting:

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 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.

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/>

Lif Fund reporting Link:

<https://forms.office.com/r/yCD53NAhjt>

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. Student to student violence is there a reporting system in clevr?

A. No not clevr, report to principal and teacher via email. Remember only use initials of students and keep it simple.

Eg. I saw T.R. kick V.S. twice on the playground at 130pm today if you have any questions please contact me.

Q. What do you know about the quick departure of the Secretary of Treasurer who only lasted 3months.

A. Its my understanding it wasn't working out for both parties. I am happy to work with the new Treasurer.

Q. Day Care wage? How will it affect EI?

A. The wages in Godsons Lou are EA1 wages that is the minimum I would expect going forward.

A. The new Daycare positions shouldn't have an effect on Ei at the start of the program, if it works out it could create a few summer positions, the details are still in early discussions.

Q. Do we know if all Middle and High school are going to have at least one 12 month position?

A. At this time the district is determining which schools want those positions and then they will repost all of them at once, when I know more I will let you know.