



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 November 7, 2024

Custodial Day Meeting 1pm: 2 Attended

Evening Meeting 5:30pm: 7 Attended

Thanks to Everyone at the Union Hall

Guest:

Stewards: Training for stewards is planned for November 16th Saturday at 10am at my office; notice was sent out in September and a reminder was sent out Tuesday.

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

Although we lost 3 stewards this year we gained 7 new stewards this September our total is now at 24, thanks to the 3 stewards who left and welcome the 7 new stewards and thank them for their dedication to the members.

Important Please Read!!!

Contract update: We will be starting to put together committee and proposals near the end of this calendar year 2024 for January / February 2025 starting bargaining.

Early November: First mail out went out today, November 7th 2024 to 1176 teamsters at SD34 with the return by date of November 28th; this is for bargaining committee nominations and proposals.

End of November - cut off for proposals and nominations.

Early December - Mail out for election of bargaining committee.

Early January - Cut off for return ballots for bargaining committee.

Check that you address is up to date at the Union hall.

Those standing as bargaining committee members will be expected to attend a couple of committee meetings not paid and will be given some extra research and/or tasks to complete prior to the commencement of bargaining and during bargaining.

Custodial Upgrade at site: I had a member reach out to me and ask to put this on discussion.

After doing a bit of digging into it, my understanding that if the head custodian is away for holidays or other multi-day absences, the head custodian position is offered by seniority to those who work at the site. I would suggest if you were interested in covering for the higher position you address with your coworkers and then the senior person who wants it puts it in writing to the manager or foreman in advance to the head custodian being away.

SD34 Leadership program: To be clear, the Union is not supporting this program!!! If you have signed up that's your choice, you won't be paid for the extra time you're committing to this, and one of the many reasons the Union isn't supporting this is that there are only a few leadership roles with our Union that offer growth, and they seldom come available. The Union's view is the Employer is asking for a lot and offering very little return to the member.

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, December and close March 31st for those graduating June 2025 and going to university fall 2025. Stay tuned for applications.

Before and after care: This is a pilot process I have worked with the district on to try to find a way to get increased hours for our staff. At this time, it will take place at Godson and be offered to internal staff. If it goes well we hope it will be rolled out to other elementary sites.

Discussion from past meeting 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. The Union and a shop steward have had discussions with the district and are waiting for a possible solution to be brought back.

Still working on solutions:

EA working group: Recommendations have been put forward to upper management and we received a response.

We received a response, and it was definitely disappointing to say the least:

Employers response:

"To follow-up on last week's Labour Management Meeting and the EA Working Group, this was discussed at the Senior Leadership meeting in April and May. Commitments were made to improve culture and morale and review creative solutions to address end of day needs that arise. Apologies for the delay in following up with you on this matter. "

My view is this is a slap in the face to the committee and to the employees and shows the Employer's lack of care and appreciation of their employees and what they offer.

This is not a reasonable and respectful response to a committee's hard work and dedicated attempt to find solutions to the lack of ability for the employer to hire and retain employees specifically in the EA classification.

Lif Funding: How is it being used, this is something I will be looking at Next June, it may or may not get re-allocated.

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 learned 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.

It was discussed that all awarded Jobs are not being distributed to staff to see and know who was awarded each Job as per the agreement, will this be happening in make your future in the future?

I will investigate this. Please send examples if you have them to me. Imatricardi@teamsters31.ca

Spark Rock: A new system for HR and for payroll includes vacation and sick days booking, and many other uses.

All training or module work should be done on company time or you should be seek approval to be paid prior to doing these on your own time, potentially could be don on pro d days, discuss options with your Principal vice-principal.

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

Transparency Pay in B.C.:

<https://www2.gov.bc.ca/gov/content/gender-equity/pay-transparency-in-bc>

I met with the Employer and ATU about a joint message that will come out from the 3 parties and discussed the issue, how the new law affected the Employer and how it may affect our members.

More to come as I am made aware of the process.

The employer has released the result to the government

Old Business

Work Safe 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

Next Meetings:

Will occur on January 9, 2025 5:30 pm. The custodial meeting will still be at 1pm. I'm open to suggestion. We will discuss options for next school year's meetings.

Day time Meeting:

Q.

A.

Evening meeting:

Q.

A.

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