



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 12, 2024

Custodial Day Meeting 1pm: 1 Attended

Evening Meeting 5:30pm: 10 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 will be going out soon.

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

I sent out a letter on September 9, 2024 for new stewards, if you know of someone who would be a good steward or potentially interested have them reach out to me. Cut off is October 4th 2024.

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 Proposal and nominations of members

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 your 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.

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 31, 2025 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.

I met again with my safety staff and District principals to offer and ask for easier access.

Summer School: It was brought to my attention that this year 2024 summer school at some sites staff were not given safety plans for students if they had never worked with that student.

I would like to hear your feedback if you worked in summer school this summer and what your experience was like.

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

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 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

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.

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

Next Meetings:

Will occur on November 7, 2024 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. What's the best way to get on regular?

A. Depends on the classification. But regular transition is article 8.6 of the agreement. The quickest way is to apply for every position within your classification that is a regular position. Once you get a regular position you accrue seniority which helps with getting the position you want.

Q. Do principals have a say in hiring?

A. Yes, they do, but not always. There are many different things to take into consideration for a posting, Qualifications, interview (if they have one) if you have worked with the staff or principal and others.

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