

**Next General Membership Meeting**

**Saturday October 5, 2024**

Meetings start at 10:00 am  
**IUOE Local 115 Hall**  
 4333 Ledger Ave.  
 Burnaby, BC

**EXECUTIVE**

**WEB PAGE:**  
[www.iuoe963.ca](http://www.iuoe963.ca)

**BOARD 2023-2027**

**BUSINESS MANAGER:**  
 Tim De Vivo

**PRESIDENT:**  
 Tim Chester

**VICE-PRESIDENT:**  
 Harjit Khangura

**TREASURER:**  
 Tim De Vivo

**FINANCIAL SECRETARY:**  
 Chad Stuart

**RECORDING SECRETARY:**  
 Harjit Khangura

**TRUSTEES:**  
 Antoinette Cominetti  
 Herman Sheng  
 Tim Chester

**AUDITORS:**  
 Livia Hisaoka  
 Yvette Menges  
 Bandula Pathacharige

**CONDUCTOR:**  
 Analida Leung

**GUARD:**  
 Herman Sheng

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**Annual Retirement Brunch– June 15, 2024**



On Saturday June 15, 2024 the Local Union held its annual Retirement Brunch at the Metrotown Hilton. (left to right) Harjit Khangura (Vice-President), Paul Rebuca, Harold Lal, Lina De Santo, Augusto Rocha, Nancy Boucher, Larry Nagalingam, Shelley Sinclair, Phillip Lu, Jose Ferma, Salina Hong, Momcilo Mihajlovic, Angela Liu, Parvinder Baga, Rita Yuen, Gurdial Dhillon, Josephine Tat, Tim De Vivo (Business Manager), John Torok, Tim Chester (President).

Congratulations to all retirees!

**Cafeteria Update– Joint Letter**

Dear IUOE Bargaining Unit Employee,

Good morning/afternoon. We hope this communication finds you well. The purpose of this joint communication is to provide you with an update regarding Secondary School Cafeterias.

As you may be aware, at the June 26, 2023 Public Board Meeting, the Board of Trustees approved the Feeding Futures School Programs Fund spending plan. The Feeding Futures funding from the Ministry of Education and Child Care is intended to ensure all students facing food insecurity have access to meals at school and without stigma. The plan included an allocation of \$1.2 million to expand the hot meal production from the Templeton Secondary School's commissary kitchen and to take over operations at seven (7) other secondary school cafeterias operated by 3<sup>rd</sup> party service providers effective September 2024.

As a result of this Board approval, the Finance Department in consultation with the senior management team, conducted an analysis of the viability of proposed spending plan, including considering the impact on students.

Based on this, the senior management team provided the Board of Trustees with a follow up report at the June 17, 2024 Public Board Meeting. Trustees have now directed senior management to extend the current contracts with the 3<sup>rd</sup> party service providers for one (1) year to allow for time for recommended options to be provided to trustees at the November 2024 Public Board Meeting which can demonstrate that taking over the operations at seven (7) other secondary school cafeterias currently operated by 3<sup>rd</sup> party service providers is viable.

As the VSB explores the viability of such a plan, the District has committed to collaborate with your union representatives taking into consideration collective agreement obligations of the parties. To this end, meetings between the Union and VSB have occurred, including as most recently as July 31, 2024. We will continue to keep you updated as they discussions continue.

On behalf of the Union and VSB, we are so very grateful for your dedication and service to the students you serve each and every day. We wish you a successful and safe 2024-25 school year.

Michael Gray, Executive Director  
 VSB Employee Services

Tim De Vivo, Business Manager  
 IUOE Local 963



**International Union of Operating Engineers Local 963**

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**Welcome Back to a New School Year**

Your Executive Board welcomes everyone back to a new school year. In addition to a change of venue for our general membership meetings to the IUOE Local 115 Hall in Burnaby, on June 30, 2025 our collective agreement expires.

K-12 Support Staff, including local unions represented by CUPE, IUOE, Steelworkers, BCGEU, West Vancouver Municipal Employees' Association, CMAW, Central Coast Non-Teaching Staff Association, Teamsters and VSB Trades Polyparty will be bargaining a revised *Provincial Framework Agreement*.

Traditionally, we have started these talks a month or two prior to the expiration date of the collective agreement.

Once the *Provincial Framework Agreement* is reached the parties then begin *Local Bargaining*. At the conclusion of both sets of negotiations members will be asked to accept or reject these tentative agreements through a membership ratification vote.

**Bargaining Surveys**

As we get closer to bargaining members will be surveyed for their ideas. These surveys are issued to members who have provided the local union with their **non-VSB email address**. **Surveys will not be issued through VSB emails.**

If you have not yet provided the local union with a non-VSB email address you can do so by emailing [reception@iuoe963.ca](mailto:reception@iuoe963.ca)

Thank you for your participation!

**Shop Steward Training 2024**

As referenced in the June 2024 newsletter, the Local Union will offer shop steward training for interested members. The initial sessions planned for summer were postponed and the course **will be held on Saturday October 19/24 and Sunday October 20/24 from 9:00 a.m. to 3:00 p.m. each day**. If you have an interest in learning about your union, the collective agreement, basic labour law, note-taking tips and more, then this may be the training for you!

To sign up please contact the union office at 604-876-6287.

**Web Page:**  
[www.iuoe963.ca](http://www.iuoe963.ca)

**X (Twitter):**  
[@iuoe963](https://twitter.com/iuoe963)

**Phone:**  
 604-876-6287

### 2024 Local Union Bursary Winners

Congratulations to the winners of a \$1,000 Educational Bursary, pictured below receiving their cheques at the June 1, 2024 General Membership Meeting.



(left to right: Tim De Vivo (Business Manager); parent Wai Ng, bursary winner Tiffany Ng; parent Baljit Samra, bursary winner Simr Kaur Samra; parent Holly Pedersen, bursary winner Hanna Brynn Pedersen; bursary winner Jenna Leong, parent Ivy Toy)



### Service Recognition Pins

Members attending General Membership meetings will be awarded a **Service Recognition Pin**, starting at members with 10 or more years of being initiated as a member of the International Union of Operating Engineers. Pins are awarded in 5 year intervals. Congratulations to all!



20 YEARS

Billie Leung  
Wai Ng

### Earned Time Off (“ETO”) for 2024/2025 School Year

Earned Time Off (“ETO”) is a process where in exchange for a week off with pay in the second week of Spring Break, permanent employees work extra minutes per day to make up a bank of time equal to 5 days. **Casual employees are not subject to ETO.**

ETO letters of understanding are posted on our website at [www.iuoe963.ca](http://www.iuoe963.ca)

**In the 2024/2025 school year there will be five (5) ETO days off with pay on March 24-28, 2025.**

#### For Operations Employees:

- 7.5 hr/day Operations Employees shall work an extra nine (9) minutes per day, commencing July 2, 2024.
- 8.0 hr/day Operations Employees shall work an extra ten (10) minutes per day, commencing July 2, 2024.
- Steady Part-Time Custodians required ETO is calculated as follows: 1.2 minutes X Total Hours Worked/Day, commencing September 3, 2024 (example: 1.2 X 5 hrs/day= 6 minutes)

#### For Cafeteria Employees:

- 5.5 hr/day Cafeteria Staff shall work an extra seven (7) minutes per day, commencing September 3, 2024.
- 6.0 hr/day Cafeteria Staff shall work an extra eight (8) minutes per day, commencing September 3, 2024.
- 6.5 hr/day Cafeteria Staff shall work an extra nine (9) minutes per day, commencing September 3, 2024.
- 7.0 hr/day Cafeteria Staff shall work an extra nine (9) minutes per day, commencing September 3, 2024.

#### Supervision Aides have two options to make up ETO:

- Supervision Aides will be credited with 12.5 hours (ETO) and will work at other times to make up these hours by June 30, 2025, at the Principal’s discretion and by mutual agreement with the employee. In the event the Principal and Supervision Aide do not reach mutual agreement by September 30, 2024, Supervision Aides shall work four (4) minutes per day or twenty (20) minutes per week commencing September 30, 2024.
- This means that if a mutually agreeable arrangement has not been made to make up these 12.5 credited hours by September 30, 2024, the Supervision Aide must work an extra four (4) minutes per day commencing September 30, 2024. Supervision Aides are encouraged to have this conversation with your Principal prior to September 30, 2024 especially if your preference is to make up time in larger blocks rather than individual days.

If you have any questions please contact the union office at 604-876-6287.