

**Next General Membership Meeting**

Saturday November 2, 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

Volume 21, Number 108

October 2024

**Annual Children's Christmas Party**

Please note that registrations for the Annual Children's Christmas Party will be sent out earlier than usual due to a change in how the local accesses the gifts. In past years we have had a single supplier but this is no longer available so we require more planning time ahead of the event.

The event will be held Saturday December 14, 2024 at Churchill Secondary School cafeteria.



**Cafeteria Overtime- Lead Hand**

Cafeteria members please note that if you are a Lead Hand and are required to work overtime, you are entitled to the Lead Hand rate for the overtime hours worked at straight time.

Please contact the union office or your Shop Steward if you have any questions.

**Deferred Savings- Options for Pickup**

The Local Union and Community Savings Credit Union have agreed to modify the Deferred Savings application form to include four (4) options for members choosing to pick up their cheques.

Effective immediately, members can choose to pick up their Deferred Savings cheques at one of four branches and the application form will have these options included. The four branches are:

- Vancouver**- 2248 Commercial Drive, Vancouver
- Burnaby**- 4950 East Hastings, Burnaby
- Port Coquitlam**- #111, 2020 Oxford Connector, Port Coquitlam
- New Westminster**- 1188, 8th Ave, New Westminster

The Surrey branch has closed.



**International Union of Operating Engineers Local 963**

Vol. 21, No. 108

October 2024

**The Newsletter For VSB Operations Staff Supervision Aides Cafeteria Staff**

Local Database	1
Provincial Election October 19th	1
Extended Health & Dental Claims Reports	2,3
Provincial Bargaining-Preparations Underway	3
Annual Children's Christmas Party	4
Cafeteria Lead Hand Overtime	4
Deferred Savings	4

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

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

Phone:  
604-876-6287

**Communications with Members**

In addition to our newsletter format, now in its 21st year, the Local Union communicates to members through non-employer email addresses. In other words, a personal email address.

This will include upcoming **collective bargaining surveys** seeking membership input for our next round of Provincial and Local Bargaining in 2025.

The local database holds about 1/3 of the membership's non-VSB emails:

- \*178 Operations
- \*89 Supervision Aides
- \*40 Cafeteria

This means that 2/3rds of the membership is not in the database.

**How will I know if my non-VSB email address is in the union's database?**

Through *Survey Monkey*, the Local will send out a **test email on Tuesday October 29, 2024 to all Local 963 members, including casual employees, who have provided a non-VSB email address.** (Please check your Junk box)

If you do not receive this test email and you would like to be added to the dbase, **after October 29**, please send your non-VSB email address (and include your name, position and job site) to: [reception@iuoe963.ca](mailto:reception@iuoe963.ca).



**October 19 Provincial Election**

Members should have received a letter to their homes regarding the October 19 Provincial Election. Please read this correspondence and vote in your best interest!

## HUB Report- Extended Health & Dental

The following are reports regarding our benefits and the amounts paid out (paid claims) and average cost per employee from the Public Education Benefits Trust, administered by HUB. Dental is on page 4.

### Experience Report School District 39 (Vancouver - IUOE 963)

October 1, 2023 to June 30, 2024



This report provides you with the most recent extended health and dental care claims experience for your unionized support staff employees participating in the Public Education Benefits Trust (PEBT). As claims experience is the largest driver of cost for these benefits, the PEBT is committed to assisting school districts with the overall management of these programs by providing claims information after the end of the third quarter of each policy year.

#### Terminology

**Paid deposits** reflect the contribution received from your district during the period based on the rates in effect. The deposit rates—established at the annual renewal—are based on annual expected claims plus applicable administrative charges, reserve adjustments and stop loss charges (if applicable) for the year. As well, anticipated cost trends such as inflation and government cost shifting are included.

**Paid claims** represent the total value of claims paid to employees during the period, but excludes adjustments for applicable reserves.

**Annualized average claims per covered employee** is the paid claims figure divided by the average number of covered employees during the period, and then annualized. It is a useful measure for a benefit underwritten on an ASO approach. This can be compared to the corresponding figure from the previous policy year to determine the cost trend.

#### Extended Health

Current period Number of months: 9 Oct 1, 2023 - Jun 30, 2024					Previous period Number of months: 12 Oct 1, 2022 - Sep 30, 2023				
Group	# EEs	Estimated Deposits*	Paid Claims	Annualized Avg. Claims Cost per Covered EE	Group	# EEs	Estimated Deposits*	Paid Claims	Annualized Avg. Claims Cost per Covered EE
IUOE Local 963	336	720,480	632,907	2,512	IUOE Local 963	326	878,683	727,936	2,233

\*Deposits may be adjusted to reflect contributions from premium holidays

\*Deposits may be adjusted to reflect contributions from premium holidays

#### Cost by category - 9 months

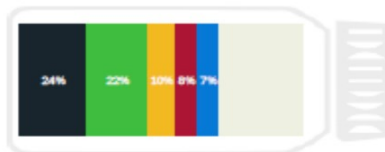


#### Cost by category - 12 months



#### Drug therapeutic categories by cost (Aggregate PEBT)

Top 5



Drug Category	Common Usages
Nervous system	1 Mental health, epilepsy treatment
Allimentary & metabolism	2 Diabetes and acid related disorder
Cardiovascular drugs	3 Cardiovascular disease treatment
Respiratory system	4 Treat asthma, pulmonary disease and allergies
Antineoplastic agents	5 Cancer, immune system response

### Experience Report School District 39 (Vancouver - IUOE 963)

October 1, 2023 to June 30, 2024



#### Dental

Current period Number of months: 9 Oct 1, 2023 - Jun 30, 2024					Previous period Number of months: 12 Oct 1, 2022 - Sep 30, 2023				
Group	# EEs	Estimated Deposits*	Paid Claims	Annualized Avg. Claims Cost per Covered EE	Group	# EEs	Estimated Deposits*	Paid Claims	Annualized Avg. Claims Cost per Covered EE
IUOE Local 963	348	548,789	509,944	1,954	IUOE Local 963	345	631,782	582,211	1,688

\*Deposits may be adjusted to reflect contributions from premium holidays

\*Deposits may be adjusted to reflect contributions from premium holidays

#### Cost by category - 9 months



#### Cost by category - 12 months



## Provincial Bargaining- Preparing for the Next Round

In early October, Local 963 Business Manager Tim De Vivo was again elected to represent the non-CUPE K-12 locals in the next round of provincial bargaining. This will be his fifth time representing this group at the Provincial table.

All of our collective agreements expire June 30, 2025. Please note that labour law deems the existing contract intact until either the renewal of the contract or a breakdown in negotiations. While the parties are negotiating a renewed collective agreement the terms and conditions of the existing (expired) contract remain.

Provincial Bargaining with the BC Public School Employers' Association ("BCPSEA") is anticipated to start in the Spring of 2025. As per usual practice, once a Provincial Framework Agreement ("PFA") is negotiated then Local Bargaining takes place with the VSB. The PFA addresses major, province-wide matters, including general wages/cost of living, provincial committees, job evaluation, funding of the agreement and locally available funds to be used at the Local bargaining table.

As indicated on page one of this newsletter, as we get closer to bargaining members will be surveyed through the platform *Survey Monkey*. **Please ensure the Local Union has your non-VSB email address or you will not receive these important communications. (See page 1)**