

The meeting started with the acknowledge and respect for the traditional territory of the Tsawwassen and Musqueam First Nations and the reading of the equality statement. The equality statement was passed around and people took turns reading a paragraph each.

EMCC Meeting February 10 memo. Regarding EA shortages -> There are currently 30 students in the DTAC. The hiring of DTAC students is not usually done until after they complete their one-month practicum. They are not supposed to apply for temporary or continuing postings for the first six months after they have been hired. Some Kwantlen students have been hired in Delta but the Kwantlen program is a two-year program. We don't know if they have two one-month practicum because some of them have already been hired in Delta. We need to look into the differences between the DTAC and the Kwantlen programs. There has been some concern over the DTAC students being qualified or not. We can't *ask* the new EAs but if they volunteer information on qualifications then we need to pass that information onto Patti. We aren't allowed to ask!!!

Bumping-> It was asked when do we usually know about the bumping process and how many will become effected by it. We usually know around the time that the budget comes out so around April or the beginning of May.

EA Handbook -> There was talk about having a new EA Handbook. Dan had started the process and was looking at the Peer supports to assist with the handbook. It was thought to have one handbook for EA's with information on forms, field trips, job description, and etc. There was supposed to be a second book for administrators. We don't know what is going to happen with this since there hasn't been any additional word about it.

Occupation Health and Safety -> There was no information to staff on what's going on. CUPE is finding that things are not being transparent with us.

We talked about how the staff at Inclusive Learning is now set up. Joanna is still director of Inclusive Learning. Dan is now doing the High school and Claire is now doing the Elementary and the hiring of new EAs.

New Employee Orientation -> The new staff has not received orientation before they have started working. They don't know how to get into FirstClass or how to get it set up. The process hasn't been happening regularly due to HR being very

busy. HR sends all the information to the new employee's personal emails. Peer support would like to assist the new employees so they ask that we pass on who the new employees in our schools onto them. It was suggested that it would be a good idea for Peer support to attend New Employee Orientation so they can support the new employees better.

Cannabis -> Even though cannabis is legal in BC we need to remember that they are not to be used at work or on district properties/school grounds.

Employee IDs -> There has been a delay so the new date for District ID cards is September 2019. Every employee will eventually get one with a lanyard.

It was asked if the district is planning on replacing behavioral EAs with Child and Youth Care Workers. The answer was 'no'.

Temporary Positions -> The Union was advised that EAs don't have to take a temporary position extension. If the administration automatically extends you then you have the right to decline the extension. You as an employee, have the options to go back on-call or to apply to a different position. If there is a problem then you contact Patti Price.

After two years you can request (in writing) that any disciplinary letters on your file is removed.

In article 21 of our collective agreement we are entitled to \$70.00 refund on our car insurance if we are using our car for work. We need to have work or business car insurance not just to and from work insurance.

Performance appraisals -> If you aren't happy with the performance appraisal then don't sign it. You do not have to sign it. If they try get you to sign it then contact the Union.

An Increase to the bathing suit reimbursement allowance has been put forward as a bargaining proposal. The suggestion increase is from \$60 to \$90. Yeah! All proposals will be ratified at a meeting to take place soon.

Comfort committee -> Go on the CUPE website, under contact the union, and please let them know if anyone from your school is absent or has a loss. This is the only way that CUPE will be able to have it posted in the Horizon and the only way that they can send flowers.

Naloxone Kits -> They are currently in every secondary school but none are in the elementary school. There has been discussion on how much they cost. The district says that they cost too much to have them in all the schools at this time. There were questions on if Occupation Health and Safety are going to have EA's trained on how to use them.

Retirement Workshop -> they are put on usually once a year. Another workshop maybe offered in October because we had to move this year's seminar to February. The purpose is to help our brothers and sisters on making plans close to retirement. It was suggested to go to one five years prior to retirement. The Union pays for those to attend. There was some discussion on how many we are supposed to attend, if we are to attend two or one throughout our employment with the District.

Bargaining updates -> K to 12 ratified/CUPE member president council. Look on line to see what is happening across BC. However, some of it the changes are; a wage increase of 2 percent per year for the next three years. There has been an amendment incase the teachers or civil servants agree to get more then us, we will get what they get. So, we will all get the same increase percent. It was a very successful meeting and a lot was discussed. On Saturday, March 2 there will be a meeting to discuss the proposals. We need EAs to represent themselves but we aren't sure of the location for the meeting.

Incident Forms -> there was some discussion on filling out the incident info forms verses the aggressive forms. We are to fill out the OH&S incident forms and if need be the aggressive forms. Even if it is a close call and you don't sustain an injury, fill out the forms. You can put down on the form that no actual injury was sustained from the incident. If there is any issue about the forms then contact the Union or our OH&S (3rd Vice President) Kevin Berg-Iverson.

Make sure that any phone calls to the employer is followed up by an email. You can write up in the email 'to confirm what was discussed on the phone.....' An email will leave a trail and if they disagree with you, they will let you know in an email. If they don't, they will either not respond or they will respond with an affirmative email.

North Delta Track -> The municipality of Delta has leased the track and surrounding grounds from Delta School District for \$1 a year. Delta Municipal

Workers from CUPE 454 will be the ones to take care of the track. Delta schools will still be using the track during school hours.

Voting -> There was some discussion on whether we will have electronic voting and what that would look like. If we can vote without being present (mail in our votes, vote by phone, or have pre-voting). It was explained that in order to have electronic voting it needs to be added to the bylaws, which it isn't. CUPE prefers that we all vote in person.

EA Spring Social -> We currently have a group that will be planning the social. The group is made up of Daun Frederickson, Brenda Duffus, Sherryann Weber, Heather Carrier, and Debby Kabesh. They will be meeting in February to discuss this. There will be an email going out to everyone when they have information.