



## Message from the Business Manager

This past school year has been unusual, to say the least. Who would have thought there would be a worldwide pandemic impacting most things we take for granted such as how we interact with each other, how we perform our jobs and countless daily activities that have been put on hold for everyone? We have all followed the advice and wise counsel of the Provincial Health Officer Dr. Bonnie Henry and others and, as a result (so far), our Province is handling the pandemic effectively with relatively low rates of COVID-19. Your role as school support staff has never been more valued and I congratulate and applaud each and every member for their good faith efforts to keep Vancouver schools running and well-maintained. Your efforts have not gone unnoticed— see VSB Secretary-Treasurer David Green’s comments on page 1 of this Newsletter.

On another matter, Earned Time Off (“ETO”) Letters of Understanding (“LOU”) have been copied in this newsletter for your reference. Supervision Aides are reminded that there is a provision in their LOU that states,

“Supervision Aides will be credited with 12.5 hours (ETO) and will work at other times to make up these hours by 2021 June 30, 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, 2020, Supervision Aides shall work four (4) minutes per day or twenty (20) minutes per week commencing September 30, 2020.**”

This provision is intended to allow flexibility for Supervision Aides to work in blocks of time, for example, working on filed trips, and if there is no mutual agreement, working extra minutes per day (4) or per week (one day of the week for 20 minutes). The other reason this provision was agreed to in the SA Letter of Understanding was that it prevents school Principals from not addressing ETO until late in the school year which is unacceptable and not in the spirit of our agreement with the VSB. Please ensure you have this discussion with your Principal prior to September 30, 2020.

Lastly, the union will be working on the various training and recruitment provisions bargained and ratified by members last fall, including revising Operations Courses (formerly called Course 1-4).

Welcome back to another school year and please do not hesitate to contact the union office should you have questions.

Here’s to 90 more years!

In solidarity, Tim De Vivo (Business Manager)



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90 YEARS STRONG 1930-2020

September 2020

The

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For VSB

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## Welcome Back!

Welcome back to a new school year! As the new school term commences it will be with a “new normal” guided by the Provincial Health Office. Further specific details are expected to be released and published on each school districts’ websites on August 26th. Please check the local union’s website for updated information. ([www.iuoe963.ca](http://www.iuoe963.ca))

Enclosed in this newsletter is a General Membership Meeting schedule for the 2020/21 school term. During this pandemic period social distancing and mandatory wearing of masks will be in place at all membership meetings. Masks will be available upon entry.

Please see the Earned Time Off (“ETO”) Letters of Understanding for the 2020/21 school term on pages 3-6.

The following is from VSB Secretary-Treasurer David Green thanking members for their excellent work during these unprecedented times:

Good morning Building Engineers,

On behalf of the Senior Management Team I want to express our sincere gratitude for the extremely competent and professional work you have all done since the onset of the pandemic to keep our schools and buildings clean and functioning. In particular I want to thank you for the detailed work you’ve undertaken in the last few weeks as we prepare to greet students back next week. I know you take a great deal of pride in your work and I know that will be at the forefront when the students and staff return. The increased cleaning and disinfecting you will undertake to keep students and staff safe on top of your regular duties I know will be done proudly and on behalf of Suzanne, David, Jody, Carmen, Pedro and Rob I thank you for your dedication and support. Stay safe.

Best regards,  
David

J. David Green CPA, CA  
Secretary-Treasurer  
Vancouver School Board

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2020 Local 963 Educational Bursary Winners

Congratulations to this years winners of a \$1,000 Educational Bursary:



Raychal Ng, daughter of Annie Ng, Supervision Aide, Selkirk Elementary.



Jessie Morrell, daughter of Ellen Saenger, Supervision Aide, Laura Secord Elementary.



Cierra Moffat & Madison Moffat, daughters of Shelly Moffat, Supervision Aide, Emily Carr Elementary.

General Membership Meetings

General Membership meetings will resume in September. Enclosed you will find a schedule of meetings for the 2020/21 school term. Please note that social distancing and mandatory wearing of masks will be in place at all membership meetings. To further protect the membership, non-member meeting guests (typically retirees)) will be discouraged from attending General Membership meetings.



ETO Cont'd

SUPERVISION AIDES:

EOE

Letter of Understanding  
Between  
International Union of Operating Engineers  
And  
Vancouver Board of Education

Whereas the VBE has adopted a local school calendar for the 2020-2021 school year it is agreed that:

1. Supervision Aides will be credited with 12.5 hours (ETO) and will work at other times to make up these hours by 2021 June 30, 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, 2020, Supervision Aides shall work four (4) minutes per day or twenty (20) minutes per week commencing September 30, 2020.
2. The extra time worked per day will not be considered overtime nor will be paid out as straight time.
3. The extra time worked will be considered as extra time and will be banked to establish "earned time off" (ETO).
4. The ETO will be used as earned days off with pay on March 22, 23, 24, 25, and 26, 2021.
5. The ETO described above will be exclusive of any other provisions of the Collective Agreement.
6. The ability to accumulate ETO will have no impact on members' Municipal Pension Plan, Employment Insurance entitlement, vacation and all other benefits, sick leave entitlements or gratuity plans.
7. This Letter of Understanding does not apply to on-call employees.
8. This Letter of Understanding will expire on 2021 June 30 and is without prejudice, without precedent to any interpretation of the current collective agreement by either party.

Signed this 26th day of May, 2020

On behalf of the Union:

Joan Devine  
Jim Christ

On behalf of the Vancouver Board of Education:

Shirley G. Hall



ETO (cont'd)

- 10. All ETO is to be used by 2021 June 30. Any exceptions must be requested in writing to Employee Services to seek approval from Associate Superintendent – Employee Services or designate.
- 11. The ETO described above will be exclusive of any other provisions of the Collective Agreement.
- 12. The ability to accumulate ETO will have no impact on members' Municipal Pension Plan, Employment Insurance entitlement, vacation and all other benefits, sick leave entitlements or gratuity plans.
- 13. This Letter of Understanding does not apply to on-call employees.
- 14. This Letter of Understanding will expire on 2021 June 30 and is without prejudice, without precedent to any interpretation of the current collective agreement by either party.

Signed this 26<sup>th</sup> day of May, 2020.

On behalf of the Union:

On behalf of the Vancouver Board of Education:

CAFETERIA:

EOE

Letter of Understanding  
Between  
International Union of Operating Engineers  
And  
Vancouver Board of Education

Whereas the VBE has adopted a local school calendar for the 2020-2021 school year it is agreed that:

- 1. Cafeteria Workers will work additional time each day as follows:
  - employees that work 4 hours per day - 6 minutes per day
  - employees that work 5 hours per day - 8 minutes per day
  - employees that work 5.5 hours per day - 9 minutes per day
  - employees that work 6 hours per day - 9 minutes per day
  - employees that work 6.5 hours per day - 10 minutes per day
  - employees that work 7 hours per day - 11 minutes per day
- 2. Permanent Food Service Worker will be credited with 12.5 hours (ETO) and will work at other times to make up these hours by 2021 June 30, at the Principal's discretion and by mutual agreement with the employee.
- 3. The extra time worked per day will not be considered overtime nor will be paid out as straight time.
- 4. The extra time worked will be considered as extra time and will be banked to establish "earned time off" (ETO)
- 5. The ETO will be used as earned days off with pay on March 22, 23, 24, 25, and 26, 2021
- 6. The ETO described above will be exclusive of any other provisions of the Collective Agreement.
- 7. The ability to accumulate ETO will have no impact on members' Municipal Pension Plan, Employment Insurance entitlement, vacation and all other benefits, sick leave entitlements or gratuity plans.
- 8. This Letter of Understanding does not apply to on-call employees.
- 9. This Letter of Understanding will expire on 2021 June 30 and is without prejudice, without precedent to any interpretation of the current collective agreement by either party.

Signed this 26<sup>th</sup> day of May, 2020.

On behalf of the Union:

On behalf of the Vancouver Board of Education:

Earned Time Off ("ETO") for 2020/2021 School Year

Here are the Letters of Understanding reached with the VSB regarding Earned Time Off ("ETO") for the 2020/21 School Year. Please contact the union office should you have any questions.

OPERATIONS:

EOE

Letter of Understanding  
Between  
International Union of Operating Engineers  
And  
Vancouver Board of Education

Whereas the VBE has adopted a local school calendar for the 2020 – 2021 school year it is agreed that:

- 1. Operations employees will work additional time each day as follows:
  - employees that work 7.5 hours per day - 9 minutes per day
  - employees that work 8 hours per day - 10 minutes per day
- 2. Steady Part-Time Custodians' additional time will be calculated as follows:  
 $1.46 \text{ minutes/hr} \times \text{total hours worked/day} = \text{additional minutes}$ .  
Additional minutes will be added to the location with the higher FTE, if applicable.
- 3. The extra time worked per day will not be considered overtime nor will be paid out as straight time.
- 4. The extra time worked will be considered as extra time and will be banked to establish "earned time off" (ETO).
- 5. Work sections will not change, however additional relevant duties to that section may be assigned during the extra time.
- 6. The ETO will be used as earned days off with pay on March 22, 23, 24, 25, and 26, 2021, as exceptions noted.
- 7. Employees who work at Britannia, Strathcona and Thunderbird Community Centre will treat the ETO in the same manner as statutory holidays, but scheduling ETO days will not result in overtime costs.
- 8. There may be exceptions at various sites such as: Education Centre, Maintenance Workshop and locations that have childcare/daycare operating. As well there may be exceptions in certain emergent circumstances. The use or flexibility of use of ETO days is to be determined by mutual agreement between Operations and the employee.
- 9. The Union and the Board will meet to discuss if necessary.