

**Next General Membership Meeting:**

Saturday Sept 9, 2023

Meetings start at 10:00 am

Croatian Cultural Centre, 3250 Commercial Drive, Vancouver, BC

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

**EXECUTIVE BOARD 2023-2027**

BUSINESS MANAGER:  
Tim De Vivo

PRESIDENT:  
Tim Chester

VICE-PRESIDENT:  
Harjit S. 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

**NEW Market Adjustments-4th Class Engineers and Café Trades**

**New contract clauses provide Market Adjustment payments for 4th Class Power Engineers or higher (and who are working in a position requiring a 4th Class) as follows:**

**Effective July 1, 2022:** A lump sum payment of four hundred (\$400.00) dollars will be paid to all individuals employed in Assistant Building Engineer 2 positions holding a fourth (4th) Class Power Engineering Certificate or higher. This amount should be included in your retro active pay for 2022. This will be paid for each year of the contract, 2022, 2023 & 2024.

**Effective 2023:** A lump sum payment of six hundred (\$600.00) dollars will be paid to all 4th Class Power Engineers who hold a position requiring such certificate in September 2023.

**Effective 2024:** A lump sum payment of six hundred fifty (\$650.00) dollars will be paid to all 4th Class Power Engineers who hold a position requiring such certificate in September 2024.

**New contract clauses provide Market Adjustment payments for Cafeteria Staff holding a Trade Qualification (TQ) as follows:**

**Effective July 1, 2022:** A lump sum payment of five hundred (\$500.00) dollars will be paid to all cafeteria staff holding a Trade Qualification in September 2023. This amount should be included in your retro active pay for 2022.

**Effective 2023:** A lump sum payment of five hundred (\$500.00) dollars will be paid to all cafeteria staff holding a Trade Qualification in September 2023.

**Effective 2024:** A lump sum payment of five hundred twenty-five (\$525.00) dollars will be paid to all cafeteria staff holding a Trade Qualification in September 2024.

Market Adjustments were negotiated to “aid in recruitment and retention” of employees.

**Local 963 Bursary Winners, 2023**

Congratulations to this year’s winners of a \$1,000 Local 963 Educational Bursary! (Left to Right) parent Robbin Singh, **bursary winner Ava Singh**, Tim Chester (President); Tim De Vivo (Business Manager), parent Tomoko Johnston, **bursary winner Nicholas Johnston**, **bursary winner Aalam Khangura**, parent Harjit Khangura; parent Johnson Zhou, **bursary winner Herman Zhou**.

Congratulations to **Aalam Khangura**, who also won a **IUOE Canadian Conference Bursary of \$1,000!**



**International Union of Operating Engineers Local 963**

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

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

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

**Phone:**  
604-876-6287

**Fax:**  
604-876-5687

**Welcome Back!**

Welcome back to a new school year! Hopefully you have all enjoyed the summer break and were able to recharge in time for another school year.

In this 100th edition of our newsletter (in the present format) there is an important reminder for permanent Supervision Aides regarding this year’s Earned Time Off (“ETO”) and a reminder that Market Adjustments are due in September.

Also in this edition: the results of the Standardized Benefit Vote held in June and highlights from the Local’s annual Retirement Brunch.

**Earned Time Off– Supervision Aides Please Note**

Earned Time Off (“ETO”) is a process where in exchange for a week off with pay in the second week of Spring Break (this year is only 4 days) that permanent employees (not casuals) work extra minutes per day to make up this bank of time. ETO Letters of Understanding are posted on our website at [www.iuoe963.ca](http://www.iuoe963.ca)

**There will be four (4) days of ETO in this school year. These days are March 25, 26, 27 & 28, 2024.**

**For Operations Employees:**

- Operations employees (7.5 hrs/day) shall work an extra 7 minutes per day effective July 1, 2023 commencing July 1, 2023.
- Operations employees (Britannia– 8.0 hrs/day) shall work an extra 8 minutes per day commencing July 1, 2023.
- Steady Part-Time Custodians required ETO will be calculated as follows: 1.2 minutes X Total Hours Worked/Day commencing September 5, 2023. (e.g. 1.2 X 5 hrs/day= 6 minutes per day)

**For Cafeteria Employees:**

- Cafeteria workers (5.5 hrs/day) shall work an extra 7 minutes per day commencing September 5, 2023.
- Cafeteria workers (6.0 hrs/day) shall work an extra 8 minutes per day commencing September 5, 2023.

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Annual Retirement Brunch– June 10, 2023



On Saturday June 10, 2023 the Local Union held its annual Retirement Brunch at the Metrotown Hilton. (Left to Right) Harjit Khangura (Vice-President), Lai So, Tim De Vivo (Business Manager), Mary Okyere, Jasvir Chahal, Brian Ducet, Mary Yeo, Ricardo Cartagena, Rup Singh, Ursula Sedlack, John Amadeo, Kathy Georgas, Colin Brown, Anna Karamanova, Teresa Oliverio, Donald Janus, Eduardo Manzano, Nancy Cuming, Wei Jian Shen, Elaine Stover, Carlo Paysan, Annette Clark, James Zhou, Tim Chester (President). Congratulations to all retirees!



Earned Time Off (Cont'd from page 1)

- Cafeteria Workers (6.5 hrs/day) shall work an extra 9 minutes per day commencing September 5, 2023.
- Cafeteria Workers (7.0 hrs/day) shall work an extra 9 minutes per day commencing September 5, 2023.

For Supervision Aides:

- Supervision Aides (2.5 hrs/day) have two options. "Supervision Aides will be credited with 10 hours ETO and will work at other times to make up these hours by 2024 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, 2023, Supervision Aides shall work three (3) minutes per day or fifteen (15) minutes per week commencing September 30, 2023."
- This means if a mutually agreeable arrangement has not been made to make up these 10 hours by September 30th, the employee must work an extra 3 minutes per day. Supervision Aides are encouraged to have this conversation with your Principal prior to September 30, 2023 especially if your preference is to make up time in larger blocks (15 minutes per week rather than 3 minutes per day).

To view the full Letters of Understanding please go to [www.iuoe963.ca](http://www.iuoe963.ca) and click on the link. If you have any questions please contact your shop steward or the union office.

Standardized Extended Health Plan Vote

Thanks to the members who attended the June 3, 2023 General Membership meeting where a vote was held regarding our Extended Health and Dental Benefits.

After a thorough presentation by the Business Manager members voted to **reject** the Standardized Extended Health Plan by a margin of 87%.

This means there are no changes to our Extended Health or Dental benefits as existing coverage remains.

