

**Next General Membership Meeting**

**Saturday December 13, 2025**

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

**Arbitrator Consent Order– One Year Posting of Jobs (Continued from page 2)**

This Consent Order changes the way the VSB executes this practice. No longer can the VSB automatically remove an injured worker from their position without an individualized assessment of the employee's circumstances prior to deciding whether to move ahead with the posting.

**Notice to Member**

A "Notice Letter" will be provided to employees **no less than two (2) months in advance** of the Employer's anticipated posting date. No more receiving a letter a day or week before being told your position will be posted.

Further, as stated above, the employer must conduct an individualized assessment of the employee's circumstances prior to deciding whether to move ahead with the posting.

**The Bottom Line**

If you are off on a medical leave and receive a Notice Letter telling you that VSB is considering posting your position **do not ignore it. Contact a union representative right away.**

**Advancement Fund Policy Amended**

At the General Membership meeting held October 4, 2025 the local union policy regarding the **Advancement Fund** was amended to provide, effective November 1, 2025, **up to \$4,000** for members- in-good-standing taking Fourth Class Power Engineering.

This amount was previously \$3,000. Members with Fifth Class Power Engineer Certificates are encouraged to obtain their Fourth Class Power Engineer Certificates.

And with the increase in the amount you can be reimbursed through the Advancement Fund there has never been a better time!



**International Union of Operating Engineers Local 963**

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

**Collective Bargaining Update**

**Provincial Bargaining** to conclude a Provincial Framework Agreement ("PFA") is scheduled to take place on November 19 and 20. With another major bargaining unit reaching agreement, the stage is set for the rest of the public sector to conclude agreements with the Province.

A tentative PFA will need to be ratified by the K-12 President's Council. If the tentative agreement is not ratified, the parties will have to go back to the bargaining table.

At the time of writing this, there has been two **local bargaining sessions** with the VSB where some housekeeping matters were addressed and signed off. Housekeeping items typically correct minor issues such as name changes or typos.



*The mediator sensed that the negotiations were in trouble.*

A number of dates are scheduled for November, December and January 2026. As the process evolves, bargaining updates will be in our newsletters and posted online at [www.iuoe963.ca](http://www.iuoe963.ca)

Of course, the best way to stay informed is to attend General Membership meetings where members discuss matters more in-depth than can be printed in a newsletter or bulletin. Plus, you can ask questions.

Refreshments (coffee and tea) as well as a variety of donuts are available at these meetings. Plus, we hold a 50/50 draw at each meeting!

So, come to membership meetings for the information and comradery, have a snack and coffee, and stay up-to-date with matters that impact your work life. And maybe you walk away a 50/50 winner!

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**Web Page:**  
[www.iuoe963.ca](http://www.iuoe963.ca)  
**X (Twitter):**  
 @iuoe963  
**Phone:**  
 604-876-6287



**50/50 DRAW**

## Public Education Benefits Trust ("PEBT")

### *Did You Know? Your Benefits Are There for You — Before You Need Them*

Many unionized K-12 support staff only learn about their benefits during a stressful time — like a sudden illness, injury, or family emergency. But your PEPT benefits are designed to support you well before a crisis happens.

Your **Public Education Benefits Trust (PEBT)** coverage includes early intervention services, disability protection, extended health and dental benefits. Taking a few minutes now to understand what's available can help you make informed decisions, avoid delays, and reduce stress later on.

#### Here are a few ways to get started:

Visit [pebt.ca](http://pebt.ca) to explore your benefit plan details.

Bookmark the website so you can easily find forms, contacts, and coverage information when you need it.

Learn about the **Joint Early Intervention Service (JEIS)**, which offers help if illness or injury affects your ability to work — often before your sick leave runs out.

Review your **Long Term Disability** coverage so you know the steps if you ever need to apply.

A little preparation now goes a long way. Understanding your benefits today means you'll be ready to use them confidently tomorrow. Visit [pebt.ca](http://pebt.ca) to learn more.

## Arbitrator Consent Order— One Year Posting of Jobs

Members attending general membership meeting will be aware that the union has been challenging the VSB policy of posting jobs after one year of absence for a while. In 2024, an injured worker was removed from their position after one year of absence and a grievance was filed alleging discrimination against a person on a medical leave – a contravention of the *BC Human Right Act*. On October 5, 2025 Arbitrator Brett Mathews issued a Consent Order that will change the process the VSB must use moving forward in order to carry out removing an injured worker on leave from their position.

#### Through this lawful Order, the Employer must:

- Return the Grievor to his former position;
- Correct the posting errors made when the VSB improperly posted and filled the backfilled jobs by returning them to their previous positions and hours of work;
- Hold a meeting with the displaced employees to explain the Order;
- In applying the practice, the VSB will provide the affected employee with a letter advising the employee that it is considering posting their position (currently the letters say "your position will be posted..."), and inviting the employee to provide further relevant medical documentation in advance of its decision (the "Notice Letter").
- The Employer will take any additional medical information into consideration and complete an individualized assessment of the employee's circumstances prior to deciding whether to move ahead with the posting.
- The Notice Letter will be provided to employees no less than two (2) months in advance of the Employer's anticipated posting date. The Employer agrees to copy the Union on all Notice Letters. **[continued on page 4]**

## School Trustee Jennifer Reddy's Comments at October 29 VSB Board meeting

In the past few years, VSB senior management have been consolidating power and taking away opportunities for public engagement. At the October 29, 2025 VSB Board Meeting when debating yet another policy change that would further erode participation, Trustee Jennifer Reddy made the following comments:

**Trustee Reddy:** And the amendments brought forward by the ad hoc committee are actually worse in terms of restrictions, not better. I do feel like the proposal is indirectly political through policy change and I do think that's wrong. I have two key points that I'd like to share just in my observation of what I see the amendments doing in Policy 7. The first one is just the number of anti-democratic procedural issues that I hope trustees will reject. The extreme control by the chair role and gatekeeping committee appointed by the chair because in most democratic organizations the agenda actually belongs to us, the people in the meeting and school trustees; all of us should have the right to add items to the agenda. Any deliberative body subject to Robert's rules [of order] like ours should be able to adopt an agenda after hearing about the item and be able to include it in that meeting with a simple majority [vote].

But in this proposal, we're asking for a two-thirds vote to add an item. [Other] sections also prevent a trustee from leaving the meeting without leave of the chair [i.e. permission], which is in my view infantilizing. Among others, these items are out of order and should not be considered. I don't think they would withstand scrutiny or review.

And I do think that the procedures are a hint of what's really going on, which is taking decision-making about these issues out of the view of the public and centralizing them as I mentioned in my two Amendments as well. The last thing I wanted to say about Policy 7 was about the decision making and the barriers to participation. What I saw in the proposal was to take public decision making out of the view and again into the back room. My original motion from November last year was taking issue with the Board's over reliance on closed meetings and processes. Again, where most organizations go "In Camera" at a meeting when they need to for legitimate reasons, this board uses closed meetings routinely and inappropriately in my view. Sections of the proposal also hide board meetings after a year. I don't think there's a reason to keep our work not posted in public. There's nothing to hide.

**Despite these concerns, the ABC , Independent and Green trustees present at the meeting voted in favour of making these "undemocratic" policy decisions. Remember this for the next Civic election!**