



2023-2027 Executive Board

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

NEXT GENERAL MEMBERSHIP MEETING:

SATURDAY JUNE 6, 2026

WHERE: IUOE Local 115 Hall,
4333 Ledger Avenue, Burnaby

DEFERRED SAVINGS REQUESTS

Please note that Deferred Savings requests are processed **Tuesday to Thursday** each week. Please ensure you plan ahead when you withdraw these funds and use the latest withdrawal form on our webpage at: www.iuoe963.ca

For those who have recently retired or otherwise ended their employment with the VSB please note the VSB, not the union, closes the Deferred Savings account by sending notice to the bank. This can take a few weeks.

When making a Deferred Savings withdrawal please do not enter a fixed amount (example \$500) and the "maximum allowable." These are two distinct withdrawals, please select only one option. Failure to do so will delay your application.

CHANGE OF ADDRESS/PERSONAL EMAIL

If you have moved or changed your phone number or personal email address, please ensure you update the local union with your new contact information.



Please email: reception@iuoe963.ca



IN THIS EDITION

Local bargaining
update

Supervision
Aides: Trustees
let us down

Wellness
Initiative and
Attendance
Management
Program

Deferred Savings
Requests

Change of
Address/Email

LOCAL BARGAINING UPDATE

At the time of writing this article local collective bargaining with the Vancouver School Board has been put on hold. This is because there is a dispute regarding the local bargaining allocation funds that must be distributed to the four support staff unions at the VSB: IUOE 963, CUPE 15, CUPE 407 & VSB Trades Polyparty.

Background: For the last two rounds of provincial bargaining (2019 and 2022) each school district in the province received funding for local bargaining based on student enrollment. The 2026 PFA also includes a district allotment based on student enrollment in the district.

In the vast majority of BC public school districts, only one support staff union represents support staff workers. In a few districts like Vancouver, however, the district allotment must be divided among the local parties. The process used in 2019 and 2022 was to divide the district allotment according to the number of full time workers in each bargaining unit (called the "Full Time Equivalent" or "FTE"). The VSB provides the FTE data. Dividing the district funds in this manner ensures a fair distribution to all VSB support staff unions.

What's different for this round? For the first time, the Public Sector Employers' Council ("PSEC") provided the local breakdown, but changed the parameters. They were not asked to do this and had no business intervening with SD #39 business. The problem that has arisen is that one of the groups, VSB Trades Poly Party, mistakenly believes they are entitled to more funds than they are as a result of PSEC producing wrong data. In fairness to the Trades, they didn't create this problem, PSEC did. We are working hard to resolve this issue.

Please ensure you occasionally check our webpage at www.iuoe963.ca for bargaining updates.

SUPERVISION AIDE 4 HOUR SHIFTS END IN JUNE

Despite the union's formal request during the 2026-2027 budget process to continue funding 200 Supervision Aides at 4 hours per day, the VSB only approved 300 additional **hours** for the entire school year/district. This was costed at only \$9,200 which represents about one -tenth of 1% of the \$800 million VSB budget!

This same Board that has no problem with the superintendent of schools, with a salary of greater than \$320,000 taking a vacation payout in 2025 of almost \$64,000!

Your union will continue to advocate for additional hours despite this setback. More importantly, we will work hard to elect a progressive school board in October.

Web Page:
www.iuoe963.ca

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

Phone:
604-876-6287



VSB RE-STARTS ATTENDANCE MANAGEMENT PROGRAM & INTRODUCES NEW WELLNESS INITIATIVE

Employees were recently sent communications from VSB Employee Services regarding the re-introduction of the Attendance Management Program and adding a new *Wellness Initiative*.

According to this communication, “[o]ver the past several years, many workplaces, including K-12 education, have seen changes in attendance. The pace and complexity of our world today, and of our personal and working lives, continues to shape work and well-being. Across the K-12 publicly-funded education sector, organizations are responding by strengthening early, compassionate approaches to employee support.”

It goes on to say, “[a]t OurVSB, we’re taking a care-first approach that recognizes staff well-being as essential to healthy workplaces and stable learning environments for students. To support this work, we are introducing two complementary initiatives: the wellness initiative and the attendance management program.”

The wellness initiative “is a proactive, supportive approach. It uses attendance as an early signal to check in and share information about available well-being supports. The focus is on connection, early outreach and helping prevent challenges from becoming more difficult over time. Participation is confidential.”

The attendance management program “is a separate, structured process that applies only when greater attendance challenges continue over time. It provides clarity about expectations and outlines consistent, fair steps to help address ongoing attendance concerns, while recognizing that each person’s circumstances are unique.”

The communication references “a wide range of well-being supports for employees, including counselling services, digital mental health resources, fitness and wellness programs and employee discounts.” Additional information is available on the VSB Hub.

In April 2025 VSB School Trustee Jennifer Reddy introduced a motion at a VSB Board Meeting to “not reinstate the employee attendance management program.” Her rationale was as follows:

- attendance management often results in staff working when they are unwell;
 - the attendance management program is punitive and not evidence based or employee-centered support for staff when they are unwell;
 - an existing shortage of Teachers On Call already results in teachers attending work when unwell due to lack of coverage;
 - the cost of attendance management remains unknown;
 - attendance management exacerbates a profound deficit in goodwill amongst employee groups that are already suffering a known shortage in recruitment and retention;
 - employee groups did not speak in support of employee attendance management and have not asked for this in any consultation;
 - the attendance management program does not offer any additional supports to employees that aren’t already there.
- (cont’d on page 3)



ATTENDANCE MANAGEMENT, CONT’D

Despite this sensible motion, it was defeated by Trustees Chien, Chan-Pedley, Fraser, Jung and Richardson.

Voting in favour was Trustees Reddy and Mah. Trustee Faridkott abstained.

Members living in Vancouver will have a chance to elect a new school board in October. Don’t forget this and GET OUT AND VOTE!

What’s wrong with Attendance Management Programs?

Employers already have the ability to question employees regarding their attendance. This can be done with a simple meeting. Expanding this bureaucracy is unnecessary and a waste of funds.

How much money does the VSB say it will save in absences?

According to the VSB 2026-2027 Financial Plan, “it is anticipated that substitute cost savings of \$3.02 million across all employee groups will be achieved in 2026-2027.” The VSB did not present the total cost of running these initiatives.

Here’s what a major union in Canada says about attendance management programs:

CUPE National Health & Safety Branch, in a 2019 bulletin, wrote:

“First and most obvious, forcing workers back to work before they are better prolongs illness. The harassment of workers who are sick is a major stressors that can aggravate existing illnesses and create new issues for workers mental health. Workers who feel pressured to come back to work before complete recovery can be a source of infection to other workers. Workers who come to work sick may be less able to concentrate and focus, potentially becoming a safety hazard to themselves or others. Injured workers who feel compelled to work without appropriate accommodation of an existing illness or injury, or may result in unsafe work performance.”

Clearly the Trustees who voted in favour of the program never considered such important issues.

Advice to IUOE 963 members:

ALWAYS CONTACT THE UNION OFFICE FOR A UNION REPRESENTATIVE TO BE WITH YOU IF YOU ARE ASKED TO ATTEND ANY MEETING WITH THE EMPLOYER REGARDING ATTENDANCE MANAGEMENT. DO NOT MEET WITH YOUR SUPERVISOR ALONE.