

# **CUPE Local 389 Finance Presentation**

## **April 6, 2021**

We would like to acknowledge the Coast Salish peoples, especially the Squamish and Tsleil-waututh Nation, whose land School District 44 and CUPE 389 employees reside, work and play.

We would also like to thank you all for your continued support of our CUPE 389 school district members during such a difficult time under Covid.

After reviewing the NVSD 2021-2031 Strategic Plan we would like to address 3 areas – Welcoming and Inclusive Culture, Mental Health and Well-being and Environmental Stewardship. Our school district's custodial and maintenance departments are an integral part of bringing these goals to fruition.

Welcoming and Inclusive Culture – Ensuring a welcoming, safe and inclusive culture and learning environment.

- We believe that all school district learning spaces need to be clean, fresh, bright and well maintained.

Mental Health and Well-being – Supporting staff and students to navigate the challenges they face at and outside schools

- Due to the rising Covid numbers and exposures within the schools, employees are experiencing greater anxiety regarding their personal health.
- We believe that maintaining clean schools is essential to reduce this anxiety and assure staff that they are working in a clean and safe work environment.

Environmental Stewardship – Implementing building and organizational infrastructures that reflects the values of environmental sustainability

- The Waste Diversion Program is essential in meeting this goal and CUPE 389 members play an integral part in carrying this out.

### **Recommendations to meet these goals:**

#### **Maintenance:**

1. Hire 2 Apprentices
  - a. 1 Painting and 1 Electrical or Carpentry – As per our letter of Understanding - 1 CUPE member/1 student. We are the only school district in the province with this progressive Letter of Understanding to provide a CUPE apprentice opportunity and a student apprentice opportunity at the same time.
  - b. Should have 1-day painter (graffiti/touchups/millwork/ordering) and 2 afternoon painters (classrooms/halls/workorders)
  - c. Assists with Succession Planning – We need enough painters to paint our classrooms and schools in house as opposed to contracting out, currently we have 1 Full time painter and 1 retired painter part time on a contract basis.

## **Custodial:**

1. Increase Staff:
  - a. Retain and provide full time day custodians at all elementary schools to ensure health and safety in all schools.
  - b. Pre Covid -Elementary classrooms desks and other surfaces cleaned once a week vs. Secondary every other day cleaning.
2. Need Microfiber Review- Feedback we have received:
  - a. Need more Microfiber cloths – custodians are either buying their own or using the terry cloths that were to be used by teachers in the classroom for the disinfectant sprays. We used to have an ample supply of different colors for different cleaning tasks. (Orange/blue/gray)
  - b. Laundry is being picked up and washed but not replaced at time of pickup leaving the custodial crew short of cleaning cloths. When returned they are finding themselves shorted e.g.) 8 cloths instead of 10 - which makes it even more difficult to have the right supplies on hand.
  - c. Hand washing Microfiber takes approximately 20 minutes at the end of each shift (time not factored into cleaning stints)
  - d. What about Microfiber/cleaner for staff to use within their classrooms – used to be provided as requested – classrooms only have disinfectant not cleaner.
  - e. Staff are still bringing in own cleaning products (especially due to Covid). Some of these products contain toxins which runs counterproductive to making sure we have a toxin free environment for staff and students.
3. Waste Diversion Review:
  - a. The system has been in place for over 6 years and has not had a review since the original roll out.
  - b. Educating staff, students and parents on the Waste Diversion Program would go a long way in meeting the environmental sustainability goal.
  - c. Not all schools are disposing of their waste as originally intended – for example: Secondary Schools plastic containers are ending up in the garbage as they are not cleaned which creates an increased number of ants and flies. As they are not put out on the curb for recycle pickup, cardboard is also ending up in the garbage instead of in the cardboard bins on site or blue bins for the curb for recycling, people putting garbage (food waste) into the wrong receptacles, thus contaminating the bins and adds to garbage.

## **Replacement of staff:**

All staff should be replaced when absent especially now during Covid.

By not replacing staff all of our support staff are being impacted by increased daily workloads.

Respectfully submitted CUPE local 389.