



BURNABY TEACHERS'
ASSOCIATION

November 4th, 2021
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Report from Henning Drive



CALL FOR BCTF AGM RESOLUTIONS

This is the call for BCTF AGM Resolutions to be submitted to the BTA Office. The deadline for submissions for AGM Resolutions to the BTA Office is November 9, 2021. Please see the document [here](#) for more information on submitting resolutions.

DISTRICT PRO-D DAY FRIDAY FEBRUARY 25, 2022

Our District Professional Day this year, '**Transforming Perspectives**', is on Friday, February 25th, 2022. We are looking forward to partnering with Coquitlam again for a rich online day with 5 keynote speakers.

Our collective knowledge is huge, and we have so much to offer each other. Please consider applying to facilitate a session or collaborating with others to facilitate a session. The success of the day is based on colleagues supporting colleagues and sharing best practice and innovation in the classroom.

Please click [HERE](#) to fill out the 'Call for Presenters' form until Wednesday, November 17th. You will be contacted by a member of the Pro D committee in early December to discuss next steps.

STAFF COMMITTEE CHAIR TRAINING

We will be offering training for chairs of Staff Committees on Tuesday, November 23rd from 9 - 11:30. Please let your staff committee chair know this is available. For those interested in attending, please call us at the office 604-294-8141 or email bta3@bctf.ca to register.

BCTF GRANT

There is a special grant of up to \$1500 available to districts to support community outreach, connection and organizing. Last year we used these funds to host an online Trivia Night and an Art Night. Are there events that you would like to see organized or do you have something you would like to get going in the district to promote connection between teachers? Let's get something fun happening! Call or email (bta3@bctf.ca) us to let us know of your ideas.

UPCOMING EVENTS

GM/RA
November 16
4pm
Zoom

**Staff Committee
Chair Training**
November 23
9-11:30am
Zoom

TOC Training
November 26
Zoom
Information to follow

BTA Office
Hours: 8 am—4:30 pm
604-294-8141
bta3@bctf.ca
www.burnabyteachers.com

SEAMLESS DAY—DAY CARE

The Seamless Day Kindergarten pilot program will employ certified early childhood educators to provide before- and after-school care in kindergarten classrooms and to support learning alongside the classroom teacher. The program makes use of existing classrooms outside of school hours and does not require new rooms or buildings. The pilot presently includes 4 schools in different districts and will soon expand to 21 schools in various districts. Burnaby is not one of these districts, however, given the program is expanding, it might be a good time to start some discussions around this topic. A motion was passed at the recent Executive Council meeting to strike an AD HOC committee with this intent.

If you are interested in discussing some of the concerns or benefits of the Seamless Day child care program with a small group, please let us know by sending an expression of interest to bta3@bctf.ca.

ANTI RACIST DATA LEGISLATION SURVEY

The provincial government is currently collecting data to inform the anti racist legislation government will be implementing. You can contribute to this data collection by filling out this survey, open until November 30, 2021.

STAFF REP HANDBOOK

The BTA Staff Rep Handbook has been updated to make it more friendly while using on a computer. The handbook can be found on our website [here](#). The handbook has lots of information from the role of a staff rep to the services available to members from the BTA or BCTF.

DRAFT K-12 REPORTING ORDER

The Ministry of Education released a draft K-12 Reporting Order for public feedback on September 27, 2021. The changes to the reporting Order have the potential to have significant impact on the work load of members. It is vital that the Ministry hears from as many BCTF members. We encourage BTA members to provide feedback and you can do so here <https://engage.gov.bc.ca/govtogetherbc/consultation/studentreporting/> until November 5th, 2021.

DISCRETIONARY DAYS

Under **G.5** in our collective agreement you are entitled to **one** discretionary day at loss of salary that can be used at any time during the year including attached to breaks. This day can be logged under **Third Discretionary Day** in the ADS system. This day was bargained provincially.

In addition, you have **two** local discretionary days under **G.48** in the collective agreement that can be used at cost of TOC or loss of salary (whatever costs the teacher less). These two days cannot be attached to any breaks (winter, spring) or beginning or end of school year but can be attached to the provincial discretionary day (G.5) so if you were to take all three at once, it could effectively be attached to any break.

In total, we are entitled to **three** discretionary days.

TOC CORNER

Did you know....

There will be a TOC Training Day offered to TOC's within their first 5 years of teaching. The training day will be November 26, with more information on page 3.



BTA CONTACTS

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TOC TRAINING DAY

FRIDAY, NOVEMBER 26th, 2021

ZOOM

The BTA is pleased to announce that Friday, November 26th, 2021 has been designated as a TOC training day by the BTA.

The training will take place on Zoom.

TOC's in their first five years of teaching are invited.



The schedule is as follows: (subject to slight modification)

9:00 - 12:00	Reality 101: A Day in the Life of a TTOC (BCTF facilitator)
12:00 - 12:45	Lunch
12:45 - 1:15	BTA TOC Handbook Review
1:15 - 1:45	Knowing your Collective Agreement. How is Burnaby unique?
1:45 - 2:15	Mentorship, Professional Development/Opportunities
2:15 - 3:00	Getting involved with your local union. Including presentations/introductions from the BIPOC, Social Justice, and Health & Safety Committees.

TOC's can register for this training day by e-mailing the BTA office at bta3@bctf.ca or by calling the office at (604) 294-8141.

Registration will be on a first come first served basis for qualified attendees, for up to 40 attendees. You must register by no later than Friday, November 19, 2021 by noon to obtain a spot, as seats will fill up quickly.



kb/usw/leu2009/BTA & Joint Comtes/21.22/Standing Comtes/TOC Comte/TOC Training/21.Nov.26 TOC Training Day Poster

HEALTH & SAFETY TRAINING SURVEY

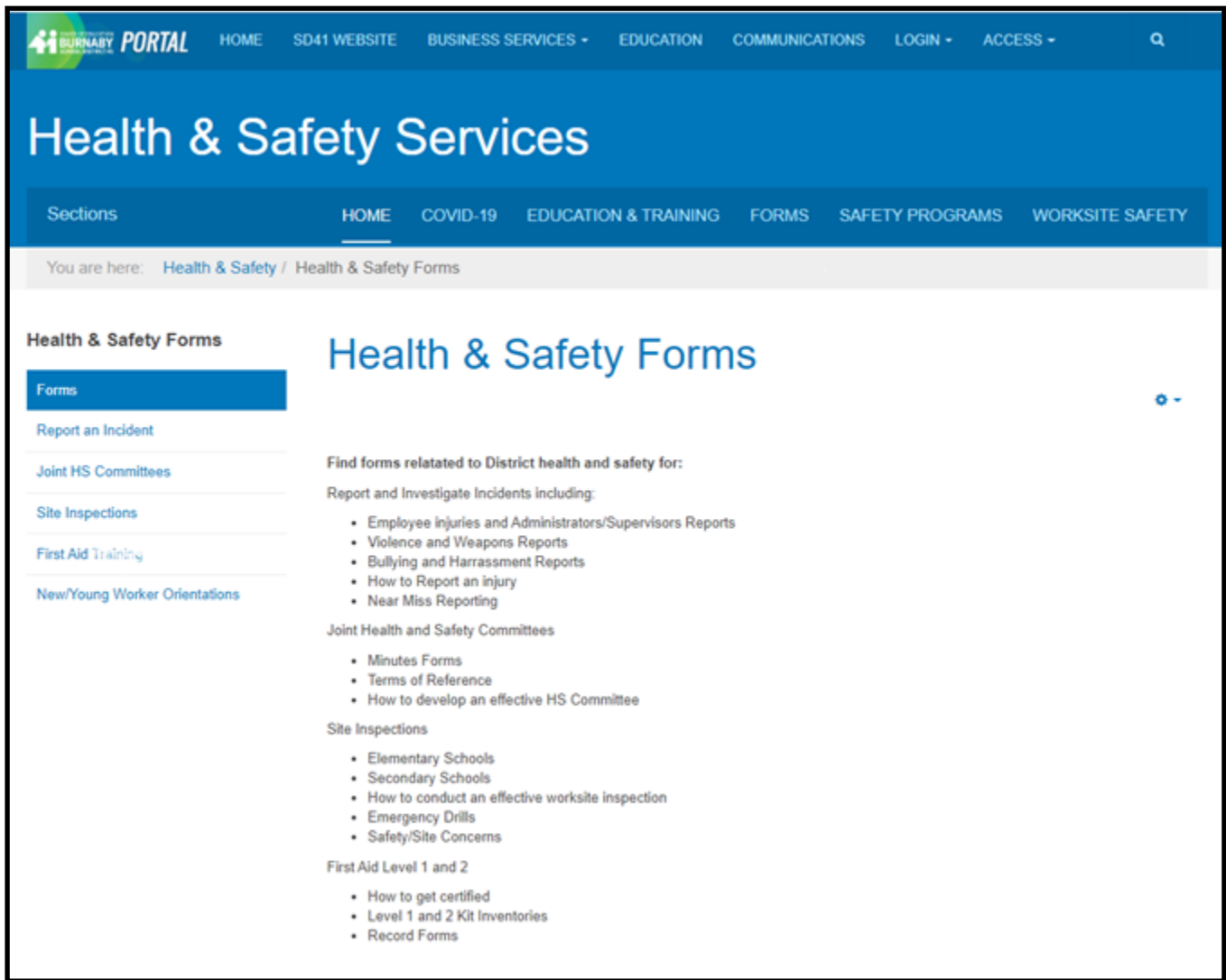
Members of JOH&S (Joint Occupational Health and Safety) Committee are entitled to eight hours of educational leave to attend health and safety training courses.

Fill out this form to indicate your interests for this year's training and provide feedback on further training requests. <https://forms.office.com/r/vKRhJFYaTY>

REPORTING WORKPLACE INJURY

When an injury occurs at the workplace, the WorkSafeBC 'Form 6A' should be completed. A flowchart for "Roles & Responsibilities for Reporting a Workplace Injury" can be found on the district's Staff Portal: <https://portal.burnabyschools.ca/health-and-safety/health-safety-forms> (log-in required).

Remember to Report, Inform and Update your Health & Safety rep or staff rep. If further assistance is needed, please contact Yu-Han Chen, BTA H&S chair, at bta3@bctf.ca.



Health & Safety Services

Sections: HOME COVID-19 EDUCATION & TRAINING FORMS SAFETY PROGRAMS WORKSITE SAFETY

You are here: Health & Safety / Health & Safety Forms

Health & Safety Forms

Forms

- Report an Incident
- Joint HS Committees
- Site Inspections
- First Aid Training
- New/Young Worker Orientations

Find forms related to District health and safety for:

Report and Investigate Incidents including:

- Employee injuries and Administrators/Supervisors Reports
- Violence and Weapons Reports
- Bullying and Harassment Reports
- How to Report an injury
- Near Miss Reporting

Joint Health and Safety Committees

- Minutes Forms
- Terms of Reference
- How to develop an effective HS Committee

Site Inspections

- Elementary Schools
- Secondary Schools
- How to conduct an effective worksite inspection
- Emergency Drills
- Safety/Site Concerns

First Aid Level 1 and 2

- How to get certified
- Level 1 and 2 Kit Inventories
- Record Forms

Health & Safety Forms can be found in the District's Staff Portal (log-in required) under Health & Safety, as seen above.

FAQ VACCINE MANDATE (FROM THE BCTF)

Introduction

It has become clear in recent weeks that a COVID-19 vaccine mandate is likely to come within the public education setting. The Federation continues to engage with government to ensure that any mandate is not implemented district-by-district but guided as a provincial approach and done equitably for all workers in public education. This is about keeping everyone safe—you, your family, your coworkers, and your students in what is a unique and complex time for worker safety and the protection of public health.

While no mandate has been announced yet, by either the Provincial Health Officer (PHO) or district employers, the Federation is being proactive and engaging with government and the BC Public School Employers' Association (BCPSEA) to ensure that policies or mandates that come are fair, equitable, and have due process that applies to all members.

Please find below a list of frequently asked questions. These will be updated as further information is known.

What is the BCTF's role in mandatory vaccinations?

The BCTF is the union and is not in control over whether vaccine mandates are implemented—that is up to employers, government, and the Provincial Health Officer. We do know that many employers, including the federal government, have mandated vaccines for their workers. Last week, the BC government announced that they are mandating vaccines for people employed by the province. Knowing this is likely to come, the BCTF Executive Committee has taken the position that the Federation supports a vaccine mandate if it is provincial in scope and includes a fair process, protects privacy, and accommodates members with a legitimate exemption from receiving the COVID-19 vaccine.

Our role is to protect members' rights as laid out in the collective agreement. This includes advocating for protections for workplace safety, protection of all members' privacy, as well as potential accommodations for those with bona fide medical exemptions from their health care provider.

Can my employer make me get a vaccination?

An employer cannot force you to get vaccinated and only you can make the vaccination choice for yourself. However, the decision to not get vaccinated can have employment consequences as an employer can make workplace rules about vaccination and other protective health measures.

Is there a vaccination mandate in place?

As of October 14, 2021, the province's Public Health Officer has not issued a public health order to mandate vaccines. In the absence of such an order, the BCTF is in discussions with BCPSEA and the Ministry of Education to ensure that, should a provincial mandate be imposed, a fair process is put in place to protect the rights of all teachers—one that we can enforce through traditional labour relations tactics, such as grievances.

Can I request an exemption?

We don't know yet what a mandate could or will look like, or what the process will be for exemptions. Any mandate needs to be done equitably and consider possible accommodation processes for those who have bona fide exemptions.

We are committed to working with BCPSEA to ensure that any process applied to members includes clear exemption criteria (for example, those with medical exemptions) and how they will then be accommodated. We know this present uncertainty is difficult but cannot provide more information on what may be required to demonstrate a legitimate exemption until this potential mandate is in place.

Any exemptions for non-medical reasons are likely to be extremely limited. The BC Human Rights tribunal has confirmed that personal desire not to get vaccinated is not protected by the *Human Rights Code*.

What if I am opposed to vaccinations and refuse?

For those without a bona fide exemption that do not want to get vaccinated—we are committed to working with BCPSEA to ensure the process, timelines, and potential outcomes are clear and treat all members fairly. However, to be clear, we don't yet know what the consequences could be should a member choose not to be vaccinated. It could potentially affect your pay, your benefits, and even your pension. We don't know what leave options may be available or how long a mandate could be in place.

We do not want to see any Federation member impacted in this way. If you have not been vaccinated, please take steps now to start the process. Like vaccine mandates in other sectors, there could be consequences if you refuse and exemptions will likely be limited to specific criteria and require documentation. Workers in BC are eligible for up to three hours of paid leave to be vaccinated against Covid-19.

How will the BCTF represent me if I choose to not get vaccinated?

The BCTF has a statutory role as bargaining agent for the terms and conditions of all members' employment. The BCTF takes this role seriously and is committed to represent all members with respect to the impact of the policy on their collective agreement and related rights as employees. The employer does not have a duty to accommodate employees who fail to get vaccinated due to personal preference. The BCTF role may then involve advocacy with respect to specific features of any mandate such as timeline or what information must be disclosed and to whom. It may also include advocacy around possible alternatives for those who cannot be vaccinated.

FAQ VACCINE MANDATE (FROM THE BCTF) CONTINUED...

If I don't get vaccinated, can/will the employer put me on unpaid leave?

As there has not yet been a mandate put in place for K-12 staff, the answer to this is unclear at this time. The best we can say is perhaps. We do know that in other sectors that already have a mandate in place, employers have placed employees on unpaid leave while COVID-19 continues to be a hazard to public health.

If I don't get vaccinated, can/will the employer terminate my employment?

As there has not been a mandate put in place for K-12 staff, the answer to this is unclear at this time.

Before any employer takes such a large step, it is reasonable to expect that they can show they have explored alternative measures. However, in light of the effectiveness of COVID-19 vaccines and the serious risk COVID-19 presents, requiring vaccinations may be considered a reasonable requirement for employment.

One option to avoid this possible consequence is to get vaccinated. Vaccine clinics are being held across the province and further information is available online [here](#).

What if I need to choose to take unpaid leave?

Whether or not unpaid leave will be provided by employers is undetermined as there is not yet a mandate in place. Most collective agreements contain provisions for unpaid leaves. Access to these leaves will vary depending on the specific language in your local agreement. However, in anticipation of a potential mandate, members should consider that unpaid leave has many implications to be aware of, such as interruptions to pension and seniority accrual, loss of Salary Indemnity Plan benefits, as well as impacts on Extended Health and Dental premiums (these are not employer paid during an unpaid leave). Any members considering accessing an unpaid leave are encouraged to contact their local union office.

BTA OPPORTUNITIES

Did you know that the BTA offers funds to teachers for union capacity building and professional development opportunities outside of detached duty? See below for details.

Capacity Building Funds

The BTA reached a grievance settlement with the District in 2017 awarding the local \$75000 to be used for capacity building initiatives consistent with the objectives of the BTA/BCTF, ongoing professional development opportunities, and other similar activities. Last year, teachers applied and accessed these funds by applying to the BTA Capacity Building Fund Committee. There are still funds available for our members. See [here](#) for more information and the application form.

Social Justice Grant

The Social Justice Committee is once again offering a Social Justice Grant for Burnaby teachers. The BTA Social Justice Grants are designed to advance social justice across Burnaby. The intent is to support Burnaby teachers with bringing in workshops/speakers/presentations at the school or district level. Priority will be given to Social Justice 12 teachers. See [here](#) for more information and the application form.

Truth and Reconciliation Grant

Schools may make application to the Burnaby Teachers' Association to receive a grant of up to \$500.00 to support full school Truth and Reconciliation events. Please see [here](#) for more information and the application form.

If you have any questions about any of these opportunities, please email bta3@bctf.ca or phone the BTA Office at 604-294-8141.

COMMITTEE VACANCIES

The BTA still has vacant positions on some of the committees. If you are interested in putting your name forward to be on one of the committees, please contact the BTA Office.

BTA STANDING COMMITTEES

Grievance Committee:	1 position (Any Area) for 2 years
Health & Safety Committee:	3 positions (2 Elementary, 1 Secondary) for 2 years
Political Action/Public Relations:	3 positions (3 Any Area*1 year) *to complete terms

BTA COMMITTEES

Finance Committee:	1 position (Any Area) for 2 years
Resolution Committee:	1 positions (1 Secondary) for 1 year

JOINT BTA/BBE CONTRACTUAL COMMITTEES

Evaluation Committee:	1 position (Any Area) for 4 years
Pro-Growth Committee:	1 position (Secondary) for 1 year