



April 17th, 2019
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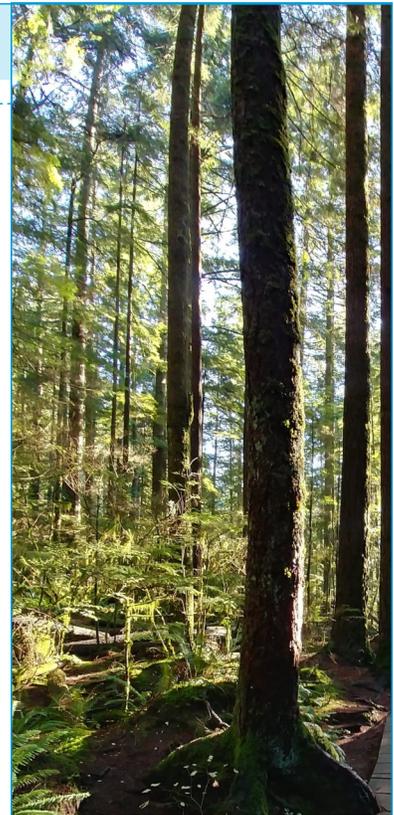
Report from Henning Drive

CONTINUING CONTRACT

For those teachers who have recently converted to a continuing contract and have worked in other public school districts in BC – this is a reminder that we need the Porting of Seniority form as soon as possible.

SENIORITY LIST

The Projected 2018-2019 BTA Seniority List has now been posted on the SD41 Website in the Staff Portal/Human Resources/Resources/Seniority Lists/BTA Seniority List. The memo with further instructions is attached to the email with this newsletter. To request this, please contact the BTA Office.



UPCOMING EVENTS

- **RA**
April 30th, 2019
4pm
Burnaby Central
- **RA**
May 14th, 2019
4pm
Burnaby Central
- **BTA AGM**
May 28th, 2019
4pm
Operating Engineers Hall -
4333 Ledger Avenue



SCHOLARSHIP FOR THE SON/DAUGHTER OF A BTA MEMBER

The applications for the scholarship for the son/daughter of a BTA Member has opened.

For more information and application packages, contact the BTA Office at bta3@bctf.ca.

LOST AND FOUND

A child's red, blue and silver Nike jacket was left at the District Pro-D Event. If it is not claimed by **May 10th**, it will be donated. Please contact the BTA Office at bta3@bctf.ca if this item belongs to you.



BTA CONTACTS

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DAY OF MOURNING

Did you know that if a worker is injured or killed in BC the likelihood is that worker is young? It may be a former student or a current student in your class. On April 26, 2019, we remember the injured and killed workers, both young and not so young, in our schools. We want to impress upon the students that workers have the right to go to work and come home safe at the end of the day.

Last year we had over 130 Secondary Schools around the province commemorate this event. Burnaby led the way on this, as we had the first secondary school commemorate the Day of Mourning. If you are interested, sign up for the Day of Mourning BC Schools Project at domschools.ca



TOLERATING VIOLENCE IS NOT PART OF YOUR JOB

By Toni Grewel, BCTF Staff (Taken from BC Teacher' Federation March 2019 Issue of Teacher)

Have you ever been struck, punched, or kicked by a student? Unfortunately, recent studies and surveys show that teachers are experiencing more violence in their classrooms. Violence in the workplace is not tolerable, must be reported, and needs to be prevented.

In the *Workers' Compensation Act*, Section 4.27, violence is defined as “the attempted or actual exercise by a person, other than a worker, of any physical force so as to cause injury to a worker and includes any threatening statement or behavior which gives a worker reasonable cause to believe that he or she is at risk of injury.”

For teachers, often the person causing the injury is a student. The behaviour of a student can escalate, and this may present risks to teachers. Also, the violent incident can be a singular or repeating event. Violence is not part of our job and it should not be normalized.

According to our recent BCTF survey, 92% of teachers who experienced violence or bullying felt stress or anxiety, while nearly 80% reported fatigue, loss of sleep, and headaches. Experiencing violence or bullying at work can have short- and long-term effects on a person's physical, mental, and emotional health and well-being.

At a recent WorkSafe K-12 sector meeting, a proposal for a Provincial Workplace Violence Strategy for the education sector was introduced. This process will involve representatives of BCTF, CUPE, school districts, BCPSEA, and WorkSafe. For this type of program to be effective, the partner groups present agreed that consistent language, reporting, and follow up is essential.

In 2010, the healthcare sector developed the Provincial Violence Prevention Curriculum (PVPC) violence prevention program. Some insight can be gleaned from the healthcare sector experience, however, teaching in a school is not like working in a hospital, clinic, or healthcare site. Therefore, a workplace violence prevention program for public schools will need to reflect the occupational health and safety reality that teachers experience daily. The next phase of this process will be the creation of the formal proposal.

What is and what is not bullying and harassment?

Bullying and harassing behaviour can include:

- verbal aggression or yelling
- humiliating initiation practices or hazing
- spreading malicious rumours
- calling someone derogatory names.

Bullying and harassing behaviour does not include:

- expressing differences of opinion
- offering constructive feedback, guidance, or advice about work-related behaviour
- reasonable action taken by an employer or supervisor relating to the management and direction of workers or the place of employment (e.g., managing a worker's performance, taking reasonable disciplinary actions, assigning work).

Source: <https://is.gd/tU1QWq>

What should you do if you experience violence at work?

Follow this process:

Violent incident occurs

Report to administrator (6A Form), health and safety rep, first aid attendant

Report to WorkSafeBC through Teleclaim: 1-888-WORKERS

(Remember, injuries are not only physical)

See your doctor

Source: <https://is.gd/fLjCS1>