



BURNABY TEACHERS'
ASSOCIATION

September 18th, 2020
Volume 3, Issue 1

Report from Henning Drive

BTA EXECUTIVE 2020-2021

President – Daniel Tétrault	Secondary Representative – Frank Bonvino	Health and Safety Chair - Richard Storch
1st Vice – Heather Skuse	Elementary Member-at-Large – Renee Kerluke	Indigenous Education Chair - Mary Hotomanie
2nd Vice – Shanee Prasad	Secondary Member-at-Large – Alana Sawatsky	Political Action/Public Relations - (awaiting internal election)
Past President - Leanne Sjodin	Representative to the Labour Council – Sara LaBrash	Social Justice Chair - David Blaeser
Treasurer – Patricia Jukes	Pro-D Chair - Holly Lloyd	Teacher of Colour Chair - (awaiting internal election)
Secretary – Rae Figursky	Adult Educators Chair - Maria Kenward	TTOC Chair - Rachel-Lynn Baird
Local Rep – Ditta Cross	Bargaining Committee Chair - (awaiting internal election)	
Local Rep – Alex Peters		
Local Rep – James Sanyshyn		
Elementary Representative – Juliana Cipparrone		



UPCOMING EVENTS

• **GM / RA**
October 13 4pm
Zoom

BTA Office

Hours: 8 am–4:30 pm

604-294-8141

bta3@bctf.ca

www.burnabyteachers.com

HEALTH AND SAFETY COMMITTEE / STAFF COMMITTEE

As we begin the 2020/2021 school year, we would like to draw your attention to two important committees that are not always recognized or used to their best advantage. Both the Staff Committee and the Health and Safety Committee are places where staff can bring concerns and questions regarding safe and effective operations in their school site. These two committees contractually allow for teachers to express ideas and concerns to the employer and gain effective solutions.

REFUSING UNSAFE WORK

Unsafe work is defined as “undue hazard to the health and safety of a person”. You have a right to refuse unsafe work. Please remember some of the following points:

- It is a process which requires that you go to your employer (administration/principal) and identify the hazard. The employer must be given opportunity to fix the problem. You should also report your concern your site-based health and safety committee. If nothing happens then you can go onto the next level.
- In cases tested by law, exposure to a pandemic have not been successful in meeting the grounds for undue hazard.
- Refusing unsafe work is an individual action it is not a collective action.

For more information, check out WorkSafe BC guide to [refusing unsafe work](#).

SCHOOL BASED HEALTH AND SAFETY COMMITTEE

The school-based Joint Occupational Health and Safety Committee (JOHS) is the most powerful tool you have to address health and safety concerns at school. However, if you see or experience a health and safety issue or concern, the first step is to notify the Principal or Vice Principal for an immediate solution. If there is no resolution to your issue, the JOHS will meet to determine solutions.

This committee is required by law to meet monthly and must contain members of the employee group (BTA and CUPE) and the employer. The job of the committee is to discuss a wide range of Health and Safety issues. In this school year this committee will be critically important in addressing issues relating to COVID at each school site. If you have concerns regarding H&S this is your starting place. Each school should have at least one BTA member on the school based Health and Safety committee. Please forward the name(s) of your H&S member to the BTA office. Updates regarding COVID and other health and safety measures will be sent to this person. (Please see D.49 in our collective agreement)

STAFF COMMITTEES

This is a contractual committee that creates the opportunity for teachers and administrators to discuss school based issues. The Staff Committee meets regularly through out the school year and is a place for staff to bring concerns to administrators. Any member of staff can participate in staff committee or bring issues to be discussed as part of the agenda. Please look at article H.33 of our collective agreement for more information.

CLEANING PROTOCOLS

We have been fielding many questions regarding cleaning protocols. WE will be meeting with the School District to talk through the challenges staff are facing and to seek clarification on guidelines. The September 3 K-12 Health and Safety doc is still in place. It can be found [here](#).

BTA CONTACTS

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Shanee Prasad

Second Vice-President

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Holly Lloyd

Pro-D Chair

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BTA Office

604-294-8141

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TRAINING DAYS

Currently our scheduled rep training dates are tentative. If the below dates change, we will be sure to provide ample notice.

Staff Rep training: for October 7 and 8th

Professional Development Chair training on Oct 14 or 15th.

Joint Health and Safety training (Josh) TBA

As well, we are developing a **Staff Committee Chair** training, and will communicate the date as soon as possible.

To ensure you get the information please make sure the BTA has your up to date info, you can email us at bta3@bctf.ca

For school sites that currently do not have Staff Reps, please let us know how we can assist, to ensure that your school site has representation. Remember, you can rotate Staff Reps to attend meetings. As well, our BTA Rep Assemblies are slated to be hosted via zoom for the remainder of this year, we hope this helps with accessibility.

BCTF SURVEY

What do you think about the health and safety measures at your worksite? Take this survey and let us know.

The BCTF has created a very short survey to collect information from members on the implementation of health and safety measures at schools and other worksites. The survey will only take two minutes and the BCTF will use the data to pressure the Ministry of Education and school districts to make crucial improvements. Take the anonymous survey [here](#).

SIP AND COVID-19

SIP provides benefits to those members who are unable to perform their normal employment duties due to illness or injury. Members who can continue to work with appropriate accommodations should seek to do so. Members cannot collect SIP on the basis that they fear they may catch the virus or pass it on to someone else in their household from the workplace. Additionally, SIP does not provide benefits for quarantines or self-isolation, if the member does not have an illness. SIP treats this situation similar to Fifth disease outbreaks in schools. Based on a Chilliwack School District case, when there was a Fifth disease outbreak in a school, it was ruled that SIP would not pay for pregnant teachers to stay at home in order to avoid contracting the disease.

QUARTER SYSTEM (SECONDARY SCHOOLS)

A new consideration for those members already on SIP and working part-time in the quarter system and how it affects their benefits:

- Members who could have worked part-time (under the linear or semester systems, or if they were allowed to work from home), but will be on a full medical leave in the quarter system, will receive full SIP benefits, because they cannot perform their normal employment duties.
- A member who could have worked a higher percentage under the linear system or semester system, or if they were allowed to work from home but will work a reduced part-time assignment in the quarter system, will have their benefits adjusted by SIP to offset the reduction in earnings.
- Members who can work full-time in one quarter and part-time or not at all in the next quarter, will go on and off of SIP if the school district pays them, based on the percentage of their contract that they are working in each quarter. Burnaby will most likely pay out over the course of the year, based on the overall FTE that the member is scheduled to work during the year, so in these cases once the member is on SIP they will likely stay on it until the end of the year.

As always, the receiving of benefits depends on the depletion of the member's sick bank, supportive medical evidence, and adherence to the SIP Regulations.

INTERMITTENT ABSENCES

SIP benefits continue to be available, as always, to members who have intermittent absences due to illnesses of short duration (e.. Staying home due to cold or flu), once their sick bank has been depleted.

HEALTH AND WELLNESS

This is a school start up is like none other. From the beginning, it is unclear how long COVID would be with us. It's clear that COVID will have long term implications on our work and personal lives, and that uncertainty and constant change will be a feature of our lives for months or years to come.

Please ensure that health and safety and wellness – for you and for your students – are part of your daily plan. If you can, slow things down, reduce expectations for yourself and your students, and take your time adjusting to the changes before us. Conserve your energy and use your personal time for yourself and your sick leave when you are sick.

Please remember all BCTF members have access to Starling Minds an online cognitive therapy program. There are tools in this program to help teachers and their families navigate anxiety related to COVID and other day to day stresses.

These resources have been developed to support you should you need it.

BCTF health and wellness program: <https://bctf.ca/wellness/>

Employee Family Assistance Program (EFAP): <https://burnabyschools.ca/staff/>

Starling Minds: <https://bctf.ca/SalaryAndBenefits.aspx?id=38267>

TIMETABLES/NIS ELEMENTARY

As elementary schools are trying to finalize schedules please remember these important facts.

- You are entitled to 110 minutes of NIS on a weekly basis.
- If you are not receiving your full 110 minutes at this time keep track of your missed NIS it needs to be repaid at some point.

In some schools, space and staffing have made it almost if not impossible to meet the weekly requirement. There are some provisions in place to allow for a portion of your NIS time to be scheduled to be received every 3 weeks. If this provision is being accessed, NIS must be in a 30 minute block, and the classroom does not plan for this time. Staff committee is also a venue to explore scheduling concerns. Please call the office if you have questions or concerns regarding schedules.

DUTY FREE LUNCH

You are entitled to a duty free lunch. This means that during lunch you do not need to be supervising students. In elementary schools where lunches are being staggered please ensure your instructional minutes have not changed. If you are not sure about the schedule or have concerns please call the BTA office and speak with one of the table officers.

DETACHED DUTY

Detached Duty is a fund established by the Board for supporting teachers' professional development (see the Collective Agreement, E. 23). This year's budget is roughly \$240, 000.00, which is shared among out 2,000 BTA members. In order to receive funds, teachers must complete an application form and submit it for consideration by the Detached Duty Committee. This committee meetings monthly; meeting dates are posted in all school staffrooms. Please refer to the brochure [here](#) for further details.

October is traditionally the busiest month for Detached Duty applications, as many teachers make plans to attend a conference on the Provincial Specialist Association (PSA) Professional Development Day, which is held annually on the third Thursday of October. As the committee reviews hundreds of applications for this day, please ensure that your application is submitted by the due date. This year the committee meets on Thursday October 1. Applications to be reviewed at this meeting are due at Burnaby Mountain School no later than Tuesday, September 29 at 4:00pm. Application forms are available in all school officers.

Questions? Email the Detached Duty email: detached.duty@burnabyschools.ca