

VESTA WEEKLY

TOPICS WORTH TALKING ABOUT! PLEASE READ AND DISCUSS WITH YOUR COLLEAGUES

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Bargaining begins in the fall! - Please plan to attend VESTA's General Meeting June 15th

Collective Bargaining is where our rights are achieved and how we, as a union, maintain and improve upon those rights. Even though it feels like it hasn't been long since our last round of negotiations, a 3 year term is coming to a close next June. That means that preparation is underway and decisions need to be made prior to the fall.

After a successful ratification vote on the new local bargaining process achieved just a few weeks ago, The local table will open on November 1, 2021 this year as part of the new trial process. The provincial table will open next spring, but provincial objectives are set provincially in October 2021.

The VESTA Executive Committee, Working and Learning Conditions / Bargaining Committee and the Grievance Committee have worked together to bring recommendations to the June 15 General Meeting. All members can attend, vote, and have input into the priorities we take to the VTF table as well as the BCTF table. Due to the in-committee nature of these recommendations, we cannot publish them in advance, but they will be moved and spoken to at the General Meeting.



BCTF Bargaining Training

Curious about bargaining? Would like to get more involved? VESTA will be supporting up to 25 members to attend the BCTF bargaining training sessions this month. The training consists of 3 afternoon sessions exploring topics like local readiness for bargaining, the provincial and local bargaining structure, and a review of BCTF bargaining resources. Please email jody@vesta.ca if you are interested. VESTA will provide release time for attendees who are appointed.

TTOC Experience Credit

If you are in a continuing or temporary contract on June 30 2021, have not reached step 10 on the salary grid, and you have worked as a TTOC for at least 85 hours by June 30, you can transfer your TTOC experience to count to your placement on the salary scale.

Why?

TTOC experience is calculated separately from teacher contract experience. You can apply through Peoplesoft to have your TTOC experience transfer from your TTOC "bank" to your contract "bank".

Experience credit is how you move up the salary grid and gain experience. The other way to increase your salary is by completing additional coursework (a 30 credit diploma or a Master's degree)

Bereavement Leave Grievance Resolve

Article G.4, provincially negotiated language, describes how to access 5 days of paid bereavement leave. This year, VESTA reached favourable settlement agreements for over a dozen grievances we filed around denial of paid bereavement leave. In reaching these settlement agreements, the John Hall arbitration award from January 13th 2021 British Columbia Public School Employers' Assn. v. International Union of Operating Engineers Local 959 (Nasuszny Grievance) was relied upon. In this arbitration award, he stated that "an employee may claim bereavement leave for a period which does not follow immediately upon the death of a recognized family member." And further, "the request must be consistent with the recognized purposes of bereavement leave and the activities contemplated during the leave must be "reasonably related" to the family member's death." In the award, Hall also writes what the bereavement activities were for this particular grievor, or cites examples from other arbitration decisions (see paragraphs in section II,11 and section III, 29 and 30). There is a new VSB bereavement leave form where you will state your reason for bereavement leave, and the Hall arbitration can serve as a guide. You could simply state activities such as (but not limited to) the following: (continued on Page 3)

- mourning loss of deceased
- taking time to be with family to bereave together
- planning an event
- dealing with estate of deceased
- planning or attending religious or cultural ceremonies

The form also includes a separate section to apply for funeral leave and grants one day paid leave under another a different collective agreement article, G.21.13. This one day paid leave can be used in addition to your bereavement leave days if you are attending a funeral at that time, or on its own.

It is important to note that article G.4.5, a locally negotiated bereavement leave provision, grants 3 paid days, with two additional days for travel or other extraordinary circumstances in the case of death of any person with the approval of the associate superintendent. Read both the local and provincial bereavement leave language carefully to see which applies to you. If you are applying for bereavement leave, the form is available from the employer. Please contact the union if you have questions about filling out the form, and contact us if your request is denied.

VESTA's new name

You may have noticed in the VESTA materials over the past few weeks that the AGM made the decision to change the name of our union from VESTA (Vancouver Elementary School Teachers' Association) to VUESTA (Vancouver Union of Elementary School Teachers / Adult Educators). This was brought forward by the Executive Committee for two reasons: Firstly, we are a union, and secondly, our union has included Adult Educators since 1994 and it's important that their membership is reflected in the name of the organization.

The pronunciation would remain largely the same, with a little twist on the front end. After having passed through the VESTA AGM in May, VESTA will need to update our bylaws with government as per the Societies Act, and then to bring a motion to the BCTF for the change to be made through the provincial organization. As we are currently updating the website, we will be seeking a new and updated logo that includes our new name.

New Teachers' Zoom Gathering

June 23 is the next BCTF hosted New Teachers virtual gathering. You can register for this 3:30 PM event on the BCTF portal now. More information about the topic and speakers will become available closer to the date.

Registration is now open on the BCTF Member Portal!



Year End Reporting

Teachers have been facing so many issues this year and as we approach the year end, reporting is at the forefront of everyone's mind and at the top of the to do list. VESTA has been advocating for clarity and questioning the board in order to gain transparency and guidance for teachers regarding the requirements for reporting. Those students who have been learning remotely in Option 4 were in a program that was not designed for a full year, but as a transition back to in-class learning. With the pandemic, that transition back never materialized for some. Layered on top of that are the daily failure-to-fills that have meant that Resource Teachers have been pulled time and again and students have lost out on their support. A further complicating factor has been that the Ministry of Education did not change the Reporting Order that guides the reporting requirements for all students.

VESTA has been urging the VSB to meet with us to address concerns on reporting. On May 12 the board provided principals with this document we have posted on the [VESTA website](#) for your convenience, outlining the district expectations for reporting. The document was forwarded to VESTA from the VSB after that time and thus we didn't have input into the document. The board met with us this week and we were able to clarify some of the concerns that teachers were bringing forward, including principal requirements that all students receive a proficiency scale evaluation.

Here are some of the key points from the VSB document:

- All students will receive a year-end report
- Teachers use their professional judgement to evaluate work
- All students in regular in-person attendance need to have a full report including use of the proficiency scale sliders
- The District statement is only available for students who remain in Option 4
- Resource reporting comment has changed and no longer includes amount or type of support
- Teachers are to reach out to administrators in advance for support if in their professional opinion they are unable to provide a proficiency scale evaluation for students. If, after meeting with your administrator, your reporting concerns have not been addressed, please contact your Staff Rep for support, and they will contact the VESTA Office.
- Anecdotal comments can include clarification on how much/what evidence of learning the proficiency scale evaluation is based upon
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Please refer to the [VSB document](#) for further information.





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Dates to Remember

**Health & Safety
Committee Meeting**
June 7, 2021 @ 4 pm
Join Zoom Meeting
<https://zoom.us/j/91749511705>
Meeting ID: 917 4951 1705
Passcode: 074110
Dial by your location
+1 778 907 2071 Canada

**Executive Committee
Meeting**
June 8th, 2021 @ 4 pm
Join Zoom Meeting
<https://zoom.us/j/98055723569>
Meeting ID: 980 5572 3569
Passcode: 580519
Dial by your location
+1 778 907 2071 Canada



**Professional Issues
Committee Meeting**
June 9th, 2021 @ 4 pm
Join Zoom Meeting
<https://zoom.us/j/92625645459>
Meeting ID: 926 2564 5459
Passcode: 551063
Dial by your location
+1 778 907 2071 Canada

**Aboriginal Education
Committee Meeting**
June 10th, 2021 @ 4 pm
Join Zoom Meeting
<https://zoom.us/j/96358678760>
Meeting ID: 963 5867 8760
Passcode: 376474
Dial by your location
+1 778 907 2071 Canada



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