

K-12 Restart Update

September 2020

Continuous Advocacy

Teacher feedback in June

- ▶ Workload
- ▶ Health and Safety
- ▶ Communications
- ▶ Inservice and Support

Provincial Committees

- ▶ Steering Committee
- ▶ Working Groups
- ▶ President's Meeting
- ▶ Direct government advocacy
- ▶ Social and Earned Media

Shifting Context

- ▶ Federal COVID funding
- ▶ Unique provincial decisions
- ▶ Unique provincial legislative framework
- ▶ Likely upcoming election
- ▶ Other Stakeholders
- ▶ Media Coverage
- ▶ Parent responses to VSB options

BCTF Position

- ▶ Federal Funding needs to be allocated to the hiring of additional staff to reduce student density
- ▶ Employer provision of PPE for all members, members have a right to wear
- ▶ Suspension of Attendance Management Programs
- ▶ Teachers not required to teach both in-class and remote programs
- ▶ Use of sick days in event of quarantine for self or children
- ▶ Full curriculum including elective courses be made available
- ▶ No redeployment of non-enrolling teachers
- ▶ Provision of additional funding for supplies, manipulatives, resources
- ▶ Inservice to be provided by districts supporting any changes to instructional model
- ▶ Gradual Entry for K students begin from Sept 14

- ▶ HVAC and ventilation systems need to meet or exceed COVID 19 requirements
- ▶ Face masks over 10 years old
- ▶ Installation of physical barriers when physical distancing is not possible or practicable
- ▶ That government provide a special COVID-19 leave to promote additional sick leave for members who run out and are required to self-isolate or quarantine
- ▶ PHO and Worksafe inspections of worksites be completed
- ▶ Collective Agreement is in force unless explicitly modified
- ▶ Ongoing funding for Adult Education
- ▶ Concerns with August Parent Survey
- ▶ P/VP responsibility to communicate with parents
- ▶ District requirement for a contingency plan if H&S requirements not met by school/district

Action Plan

- ▶ Consultation with locals and BCTF membership prior to the first day of school, prior to the end of the second week of school, and prior to the end of the fourth week of school to identify and raise the profile of emergent issues.
- ▶ Education for members on H&S rights and responsibilities
- ▶ Legal support and advice for members who refuse unsafe work.
- ▶ A meeting with the Premier, Minister of Education, and Deputy Minister regarding the BCTF position on requirements for a safe school restart plan, with the expectation of ongoing regular meetings as the school year progresses.
- ▶ Public education media campaign, including social media, to connect public education, equity, and the role of a responsible restart plan in the province's pandemic response.
- ▶ Support locals and members with resources and materials for advocacy with Trustees and MLAs, DPAC and school PACs, media, labour councils, other stakeholders
- ▶ Further Special Representative Assemblies to be called, as needed, if additional collective action is required.
- ▶ Support for locals to file grievances and provincial co-ordination of grievances
- ▶ Provision of advice to locals on the School Act as related to Hours of Instruction, the Ministerial Reporting Order, and the Employment Standards Acton related protections.
- ▶ A series of online webinars to be created for members on topics related to COVID-19 and the protection of their rights as workers.
- ▶ Weekly livestream/townhall sessions for members to receive provincial updates.
- ▶ Co-ordinate with the BC Federation of Labour and the Canadian Teachers' Federation on provincial and federal advocacy efforts that support the Federation's political goals

VESTA's positions

- ▶ Remote and in-class programs need to be taught by different teachers
- ▶ Workload needs to be equitably distributed
- ▶ Medical Accommodations need to be provided to work from home where appropriate, and that teachers with medical accommodations can do this work
- ▶ Schools should not be rushing to organize classes before student attendance is known
- ▶ Orientation week needs to be spent on health and safety orientation
- ▶ Staff Meetings can be held virtually
- ▶ TTOCs should be provided for all medical accommodations or teachers working remotely
- ▶ Cleaning is to be done by IUOE staff after school and high touch areas again during the day

VESTA's positions

- ▶ Clarity regarding expectations around assessment and evaluation is necessary and should be provided as early as possible
- ▶ TTOC callout should be through SFE
- ▶ TTOCs should be able to access their sick leave regardless of contract status
- ▶ Students who opt for remote learning are entitled to a full educational program

Knowns

- ▶ VESTA has not signed off or endorsed any aspect of the back to work plan including any information you have been given about the model of remote learning
- ▶ Take sick leave if you're sick
- ▶ Access to sick leave while waiting for accommodation to be considered by VSB
- ▶ Full funding is guaranteed for students regardless of instructional option
- ▶ Student's spot is protected at school if opting for remote learning
- ▶ \$45.6 million (provincial) and \$242 million (federal)

Knowns

- ▶ Role of Union is to advocate for members on process - VESTA does not approve or deny:
 - ▶ Medical accommodations
 - ▶ School health and safety plans
 - ▶ School organization or assignments
- ▶ Some reorganization may be required to reduce teacher and student contacts or to support remote learning
- ▶ Work Now Grieve Later
- ▶ You have a right to duty free breaks
- ▶ All members have the right to wear / use PPE

Unknowns

- ▶ Expectations about contacting families
- ▶ Assignments and school organization
- ▶ Instruction for remote learning
- ▶ Numbers of families opting for remote learning model
- ▶ COVID infection rates and dispersal
- ▶ Upcoming direction from PHO and Ministry
- ▶ Availability and requesting process for face shields
- ▶ Impact of reassignment / reorganization

Workers Basic Health and Safety Rights

The Right to Know

- ▶ What physical and mental hazards exist
- ▶ Including violence

The Right to Participate

- ▶ In workplace Joint Occupational Health and Safety Committees
- ▶ Report hazard and injuries

The Right to Refuse

- ▶ Work that is hazardous to you or another person

The Right to No Discrimination

- ▶ Free from reprisal for refusing unsafe work or contacting Worksafe

Site Based JOHS Committees

- ▶ Must meet on a regular basis
 - ▶ Promote and communicate worker health and safety
 - ▶ Make recommendations to improve H&S
 - ▶ Compliance with the JOHS regulations
 - ▶ Identify unhealthy situations and advise response
 - ▶ Expeditiously deal with complaints on H&S
 - ▶ Ensure inspections, investigations occur as required
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- ▶ At least 4 members
 - ▶ Worker and employer reps
 - ▶ At least half are worker representatives
 - ▶ Co-chairs elected by employer and worker each

Refusal of Unsafe Work

Report the Unsafe Condition or Procedure

Employer must investigate and fix the situation

Employer must report back to worker

Worker still views work as unsafe

Investigation undertaken in presence of worker and JOHS committee

Worker still views work as unsafe

Worker and Employer contact WorkSafeBC

Worksafe Prevention Officer investigates and finds solution

Worksafe Officer issues report

Medical Accommodations

- ▶ All employers have a Duty To Accommodate members who have medical conditions up to the point of undue hardship.
- ▶ Accommodations are diverse
- ▶ Driven by recommendations from Member's Doctor - VSB can request additional information
- ▶ In COVID times, same process applies
- ▶ In April / May / June, remote work available -> some members accommodated
- ▶ Unclear in September the extent of remote work for teachers -> unclear whether accommodations will be granted for remote work
- ▶ Email leaves@vsb.bc.ca
- ▶ VESTA continuing to advocate
- ▶ Copy Allison@vesta.ca on your request for accommodation

Supports for Teachers

- ▶ BCTF upcoming livestream and Town Hall meetings
- ▶ VESTA General Meeting and Staff Rep Assembly September 22
- ▶ BCTF Health and Wellness Program
- ▶ Starling Minds Online Cognitive Behavioural Therapy Program
- ▶ VSB Employee and Family Assistance Program
- ▶ BCTF Short Term Indemnity and Long Term Disability Plans
- ▶ School based Joint Occupational Health and Safety Committee
- ▶ School Union Rep Team