

VEAES WEEKLY

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



Table of CONTENTS

Collective Agreement Ratified - Page 2

Seniority Lists Updated - Page 2

Reporting a Workplace Injury - Page 3

TTOC Social -- Dec 14th 4pm - 6pm - Page 3

Bring Forward Your Motions for the BCTF AGM! - Page 4

Feedback from Indigenous Focus Day - Page 4

BC Teachers' Pension Plan Investments - Page 5 & 6

BC Federation of Labour Convention - Page 6

Policing in Schools - Page 7

BIPOC Affinity Circle - Page 8

December 6th National Day of Remembrance and Action on Violence Against Women - Page 8

Collective Agreement Ratified

Last night saw the 2022-2025 BCTF / BCPSEA Collective Agreement ratified by a 94% majority. While the voter turnout was lower than usual, members have spoken in support of concluding this round of bargaining. This agreement contains salary improvements tied to the consumer price index over the next three years and an increase to next year's elementary prep time.

While workload matters remain unresolved for members across BC, this agreement acknowledges the connection between our work and the need for anti-discrimination and decolonization. We will continue to use all of the tools at our disposal to raise awareness of teacher workload and burnout, unmet learning needs, and the teacher shortage. We will be reaching out to the district in an effort to determine timelines for retroactivity and to establish the necessary processes for implementation.

A giant thank you to Staff Reps who worked to get the vote out at your schools, and to get those ballot boxes securely to the VEAES office. A big thank you as well to VEAES EC and alumni who put in the necessary hours to ensure all available ballots were counted, and that our numbers were accurate and verified.

Now we begin the process of implementing and defending our new Collective Agreement, and planning for the 2025 round.

Seniority Lists Updated

Updated seniority lists have been provided to schools, please verify that your seniority is accurate, and if you believe it's inaccurate, there is a process using a form from your school office to have your seniority reviewed.

Seniority is used in Vancouver in three ways:

- For filling of vacant positions at a school, seniority is used as a tie breaker for candidates with relatively equal qualifications
- For surplus, if staffing at an individual school is being reduced, it is the least senior teacher(s) who is declared surplus. This person is still owed a job within the VBE at their regular FTE.
- For layoffs, when staffing is being reduced across the whole school district, members below a certain seniority point are laid off, regardless of school or position. Typically, most are hired back, but may be at a new school.

Please ask your administrator if the seniority list is not being shared.

Reporting a Workplace Injury

We have been hearing from Staff Reps that members are being injured at work. As a worker, you have access to WorkSafe BC for protections against lost time due to a workplace incident. We've been highlighting this issue in the VEAES Weekly as there are still members who are not filing 6A forms when they are injured and this affects the advocacy we can do at the District Health & Safety Committee. What's being reported to the union office is not being reported to the employer and thus is not showing the gravity of the situation at your work sites.

If you are injured at work, you need to inform the employer (administration). The injured worker needs to fill out the [6A form](#), submit it to their supervisor (administrator), and email a copy to hsreports@vsb.bc.ca, and marjorie@veaes.ca. If the worker is too injured to fill out the form, someone tending to them can help fill it out. This form triggers an investigation at the work site and provides data to the employer and to the union. This does not go to WorkSafe BC.

If you have been injured and have to miss work due to that injury, you need to call WorkSafe BC Teleclaim, 1-888-WORKERS. When reporting to WCB members need to provide; Form 6A – Workers Report of Injury to Employer and [Form 6 – Report of Injury to WorkSafeBC Teleclaim](#) (this reports to WorkSafeBC that there has been an accident or injury of which you have lost time at work).

The injured worker can phone the Teleclaim @ **1-888-WORKERS** (1.888.967.5377) with any questions regarding the process for approval. In the meantime, the member can access their sick days.

Please check out the [WorkSafe BC page](#) for more information. Another place where you can get support regarding your claims is from [Luke Olver](#) at the BCTF.

TTOC Social -- Dec 14th 4pm - 6pm

The VEAES TTOC Committee is hosting a social. Connect with fellow TTOCs and meet members of the TTOC Committee to celebrate the upcoming winter break.

The party is happening at CRAFT Beer Market (Olympic Village/False Creek location) at 85 W 1st Ave, Vancouver, BC, V5Y 3K8

Appetizers and 1 drink provided and there will also be a raffle for prizes. We hope you will join us and please invite your fellow TTOCs.



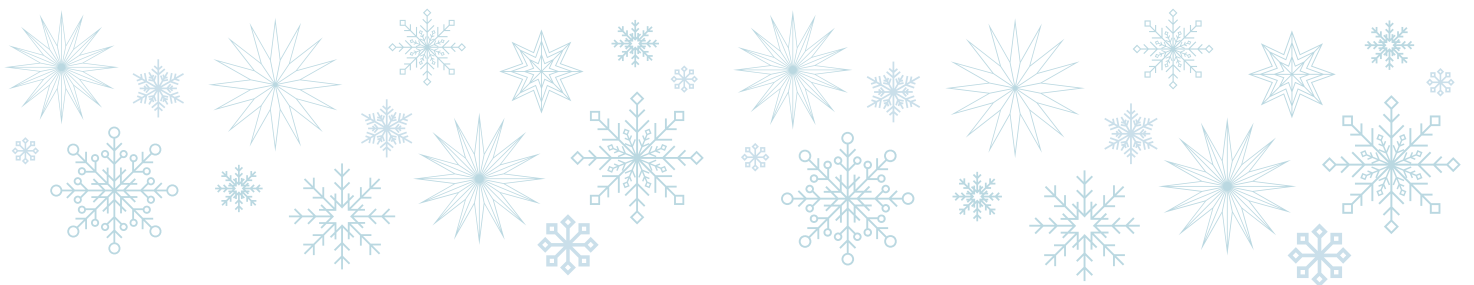
Bring forward your motions for the BCTF AGM!

The BCTF's policy and procedures manual is called the [Members' Guide](#). This directs the Federation in how we organize, support members, run our short- and long-term disability plans, support for locals, political action and internal processes.

Every spring break, the BCTF brings together about 700 delegates representing the 69 local organizations to determine changes to, or the creation of new policy. If you have ideas about how the BCTF can do better, whether it be on our social justice, bargaining, member support, communications, member outreach or union processes, you can start the process to bring about such change by proposing a motion to our most sovereign decision-making body.

Please complete the form here, which will be reviewed by VESTA's Local Representatives and the VESTA EC, and the final decisions about which motions will go forward to the AGM will be made at the **December 5th General Meeting**.

Remember that the January meeting will be where we appoint delegates to that meeting – please consider [applying](#) if you'd like to be part of that exciting and important decision-making process!



Feedback from Indigenous Focus Day

On November 25th, the VSB hosted their annual, Ministry-mandated Indigenous Focus Day. This was a non-instructional day, not a Pro-D day, that was organized by the employer. We heard that there were technological issues in the afternoon that prevented members from attending the session. This resulted in some mixed practice at sites. If you were denied make up prep for Friday, please have your Staff Rep contact the VEAES office.

While it is still fresh in your mind, we are soliciting feedback on the content and participation on that day so that we can share with the employer in an attempt to ensure that this day is meaningful and responds to the needs of educators in fostering a deeper understanding of Indigenous ways of knowing and being, contributing towards truth & reconciliation, and incorporating Indigenous content into their practice. We look forward to your comments, suggestions, and questions, which you can email to marjorie@veaes.ca.

BC Teachers' Pension Plan Investments

Speaking of the BCTF AGM, some members have questions about the BC Teachers' Pension Plan and its investments. Many of these questions may centre around investments in the fossil fuel sector.

The BCTF, as the union representing teachers and associated professionals in BC public schools, **does not** have decision-making authority over the plan or a veto over decisions of the Teachers' Pension Plan Board of Trustees.

It is the Teachers' Pension Board of Trustees that is responsible for governance of the plan. The board is made up of five trustees appointed by the BCTF and five trustees appointed by the provincial government; however, by law, the board operates independently from both. Decisions of the board must be in keeping with Pension Benefits Standards Act (one of the applicable pieces of legislation that governs public sector pension plans in BC), with the plan's rules, and with other various provincial and federal legal requirements.

The board is responsible for governing the plan and managing the pension fund, which includes pension plan administration and investment of assets. It makes decisions and provides direction to:

- British Columbia Pension Corporation (the plan's administrative agent) on administration of the plan, including services to members.
- British Columbia Investment Management Corporation (BCIMC, the plan's investment agent) on management of the plan's assets.

You can read more about each of these entities here: <https://tpp.pensionsbc.ca/who-we-are>

The BC Pension Corporation and BCIMC provide similar functions for all of the other provincial public sector plans in BC (including the Municipal Pension Plan, the Public Service Pension Plan, and the College Pension Plan). Many of the investments for the BC Teachers' Pension Plan are in pooled funds along with investments from the other public sector pension plans.

Our union, the BCTF, can provide input and make recommendations to the Teachers' Pension Plan Board of Trustees, but it is not the decision-maker. This includes any recommendation related to investments of the BC Teachers' Pension Plan through BCIMC. Read more about investment policy and practices of the plan here:

<https://tpp.pensionsbc.ca/investment-policies>

The BCTF AGM has carried many local resolutions over the years related to pension plan investments, including local resolutions calling for divestment from fossil fuels, pornography, and weapons. This opinion piece in the March 2022 issue of the BCTF Teacher Magazine describes recent member activism related to calling for fossil fuel divestment: https://issuu.com/teachernewsmag/docs/teacher_march_2022_-_issuu

Continued on next page...

BC Teachers' Pension Plan Investments (continued from page 5)

After a resolution like this carries at the BCTF AGM, the BCTF shares the wording of the local resolution or the decision of the AGM with the Teachers' Pension Plan Board of Trustees. The Teachers' Pension Plan Board of Trustees receives this information from the BCTF. At this point, the BCTF's role ends, unless there is some follow-up. A BCTF AGM decision does not compel the Teachers' Pension Plan Board of Trustees or BCIMC to make a particular divestment or other change – in effect, the BCTF AGM decision is advisory only. The board will usually communicate that it has received the advice from the BCTF and, in some cases, whether the advice has been taken or not.

Members can still bring forward local resolutions to the BCTF AGM about divestment, though. Change will only happen if members continue to ask for it. Given the governance structure of the plan, though, members may want to consider structuring their proposed local resolution like this: "That the BCTF call upon the Teachers' Pension Plan Board of Trustees and BCIMC to divest from _____ by December 31, 2023." Or, "That the BCTF call upon the provincial government to bring forward legislative changes to limit or prohibit BCIMC and public sector pension plans from investing in _____ or related product or commodity."

In contrast, the BCTF has full investment control over our union's Salary Indemnity Plan. In the BCTF Members' Guide you'll find strict environmental, social, and corporate governance (ESG) investment policy and procedures.

BC Federation of Labour Convention

On the week of Nov 21st, VEAES sent delegates to the BC Federation of Labour Convention. The role of the BC Federation of Labour (BCFED) is to provide an opportunity for unions, both public and private sector, to organize and strategize together, including responding with united positions as a broader labour movement.

Topics of debate were climate change, Community and Social Action, Human Rights, Health & Safety, Political Action, Women and Gender Rights, Indigenous Rights and Reconciliation, and Education. Unfortunately, none of VEAES' resolutions hit the floor, so they will be dealt with by the BCFED Executive Committee.

What did hit the floor and make a splash was the passionate speech delivered by VEAES' own, Marjorie Dumont, who spoke on the motion calling on governments to disband the RCMP's controversial Community-Industry Response Group: *"This is a violation of our rights, human rights. So I just wanted everybody to know we really have to come together to come to terms with stolen land. We have to come to terms with the violence that the police have on our people."*

You can read the full article here: <https://thetyee.ca/News/2022/11/23/BC-Federation-Labour-Calls-Policing-Alternatives/>

Continued on next page...

We would like to thank our VEAES delegates: Elaine Ong, Kavan Johal, Kevin McPherson, Alexander Graham, Mark Stewart and Bryan Doolan.



Policing in Schools

As we heard during the recent municipal election, the ABC party's platform included reinstating the SLO program at the VSB. There were 4 sessions where public delegations presented prior to motion being debated at the Nov 28th Board Meeting.

As stakeholders, both VEAES and VSTA presented at the meeting on [Wednesday, Nov 23rd](#) to call for the continued suspension of the program. The motion in 2020-21 to suspend the program, after a very long review, called for the VPD to do some work to address the systemic racism in their organization. That work has not been done and was flagged by trustees who were a part of that process in their previous term.

Furthermore, on Thursday, November 24th, the [BC Human Rights' Commissioner](#) sent a letter to all BC trustees, calling for the continued suspension of the program and outlined the concerns: *"Out of respect for the rights of our students, I strongly recommend that all school districts end the use of SLOs until the impact of these programs can be established empirically. For school boards who choose not to take this step, it is incumbent on you to produce independent evidence of a need for SLOs that cannot be met through civilian alternatives and to explain the actions you are taking to address the concerns raised by Indigenous, Black and other marginalized communities."*

Despite the call to refer the motion to Student Learning and Well-being Ctte by Trustee Chan-Pedley, and the call from Trustee Mah to postpone so they can get legal advice on the implications & risks of reinstating the program if it's in violation of the recommendation of the Human Rights Commissioner, [the motion was carried 5-4.](#)

This is going to be an ongoing discussion, although we're not sure when or where, but we want to be prepared. If you have ideas, information or perspectives you'd like to be considered in our response, please email them to jody@veaes.ca.

BIPOC Affinity Circle

Members who identify as **BIPOC (Black, Indigenous, and Persons of Colour)** are invited to an **affinity circle hosted by VEAES on December 12, 4-6pm at the VTF office**. This opportunity was made possible by a motion that was submitted by the Social Justice and Solidarity committee to the Nov 8 Executive Committee meeting, which passed unanimously. The purpose of the gathering is to create a space to speak freely and vulnerably about our lived experiences as racialized educators and union members, and to foster relationships with each other.

Please **RSVP by emailing karine@veaes.ca by Wednesday Dec 8**, and indicate if you have any **dietary restrictions**, so VEAES can plan accordingly. There is a capacity limit of 20 participants, on a first come first served basis.



December 6th National Day of Remembrance and Action on Violence Against Women

Every year on the anniversary of the massacre at Montreal's L'Ecole Polytechnique, we remember and take action. On December 6, 1989, 14 women were murdered in their university classrooms because they were women and because they were studying engineering.

This is a day to think about and take action on Violence against Women and to acknowledge that gender-based violence is a significant barrier to an equitable society. We also acknowledge that Indigenous women and girls are disproportionately impacted by violence and its' relationship to colonization.

VEAES' Social Justice & Solidarity Committee is inviting all members to gather at the VEAES office at 4:30pm for some refreshments and then make our way to the memorial event at Thornton Park.



Dates to Remember

General Meeting/ Staff Rep Assembly

General Meeting to adopt BCTF AGM resolutions

December 5, 2022 @ 4:00 PM

VEAES Office

2915 Commercial Drive

Vancouver, BC V5N 4C8

Teachers Teaching on Call Committee Meeting

December 7, 2022 @ 4 pm

Join Zoom Meeting

<https://us06web.zoom.us/j/88381640716>

Meeting ID: 883 8164 0716

Passcode: 686314

Dial by your location

+1 778 907 2071 Canada

Health & Safety Committee Meeting

December 7, 2022 @ 4:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/89494357897>

Meeting ID: 894 9435 7897

Passcode: 391392

Dial by your location

+1 778 907 2071 Canada

Aboriginal Education Committee Drum Making Workshop

Date: Thursday, December 8, 2022

Time: 4:00 – 8:00 pm (approximately)

Location: Xpey' Elementary School (1950 E Hastings St)

Cost: at no cost to member



Jody Polukoshko
President

jody@veaes.ca

Marjorie Dumont
Vice President

marjorie@veaes.ca

Darren Tereposky
Vice President

darren@veaes.ca

Karine Ng
Vice President

karine@veaes.ca

Vanessa Lefebvre
Vice President

vanessa@veaes.ca

Eric Proulx
Vice President

eric@veaes.ca

Rob McGowan
AE President

rob@veaes.ca

Office:

604-873-8378

Fax:

604-873-2652

www.vesta.ca



VEAES

The Vancouver Elementary and Adult Educators' Society is the union representing elementary teachers and adult educators working in public schools in Vancouver.