

VEAES WEEKLY

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



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Black Shirt Day, January 15th, 2023

As educators, we know that our classrooms are great spaces for challenging the status quo and effecting societal change. ARC Vancouver is a Vancouver-based, grassroots organization working to combat racism and inequality through education. They started the Black Shirt Day campaign back in 2020 and we would like to highlight their efforts and bring their message to our members.

"Black Shirt Day (BSD) was created by ARC Vancouver in 2020 to recognize the struggles of Black and racialized Canadians. It highlights various accomplishments of significant Black individuals. BSD is celebrated on Martin Luther King Jr.'s birthday, as he did not believe in partiality or hate, instead saw "all men as equal". This reflects ARC Vancouver's mission of bringing unity through our grassroots efforts. BSD serves as a catalyst for implementing education and discussions on racism for Black History Month. The movement is to acknowledge the truth of historical and current events as well to inspire students and staff to combat racism. Black Shirt Day is not a moment, it's a movement!" - Regina Abernathy (ARC Vancouver Education Board Member)

As Black Shirt Day falls on the weekend, members are encouraged to commemorate this day on Friday, January 13th or Monday, January 16th with their students. Check out [ARC Vancouver's](#) website for resources. They offer free access to digital downloads of their posters and infographics for teachers. They have graciously shared these resources with us and we hope to see [these posters](#) up in schools. ARC Vancouver also has the posters for sale on their website. VEAES will be making a donation to ARC Vancouver in support of developing more of these amazing resources!

Please send any pictures of you and your colleagues on Black Shirt Day for [VEAES's Instagram page](#). If you are an Instagram user, please give us a follow.

BCTF AGM March 18-21: Call for delegates

A reminder that the BCTF AGM is happening in person this year in Vancouver! It's a great networking opportunity to meet your colleagues from across the province, to hear and participate in lively debates about issues related to our profession and social justice.

VEAES has a number of resolutions that have been submitted for debate that have come through our committee structures and meetings. Please check out the AGM page on the [BCTF website](#) for more info, including all resolutions that have been submitted from around the province.

We still have room for delegates! Elections will take place at the January 17 General Meeting, held at Tupper Secondary School. All related expenses including hotel accommodation, childcare, and meals will be covered. If you have questions about attending, please contact any of the Local Reps: samuel@veaes.ca, alexandra@veaes.ca, chloe@veaes.ca, keeley@veaes.ca. Interested candidates can fill out this [nomination form](#).

Reductions in Time that Result in a 0.80 or 0.20 FTE

Under article C.20.3, teachers can request a reduction in their FTE. Teachers often make these requests due to particular circumstances in their personal life, family or work. The Union was made aware by members back in the 2020-21 school year that the Employer was making blanket denials for a reduction in time to 0.20 or 0.80, particularly for teachers in enrolling positions or district programs. We filed a grievance in May of 2021 and mediated a favourable settlement agreement this past December 2022.

The settlement agreement states that the Employer will consider requests under Article C.20.3 for reductions in assignments, including reductions which would result in a 0.8 or 0.2 FTE, on a case-by-case basis, with a review of the specific circumstances surrounding the requests. This includes reductions for enrolling, non-enrolling, and district program assignments. This grievance resolve will be communicated by the Employer to your principals this month and again during the Spring Transfer process when schools are organizing their staffing.

A big thank-you to the Staff Reps and VEAES members who were involved in the grievance and spent time surveying members, providing information about their particular situation, or meeting with the VEAES grievance officer and BCTF legal. Your participation was an essential part of our success!

VEAES' Annual Welcoming Ceremony: January 25th, 4-7pm

All teachers hired to the VSB within last 3 years are welcome!

On January 25th, 4-7pm VEAES is holding its Annual Welcoming Ceremony at the VEAES office. Teachers hired to the VSB within 3 years are welcome. A social with drinks, light refreshments, door prizes and swag will follow brief presentations. Space is limited, so please RSVP as soon as possible to lori@veaes.ca to confirm your attendance.

If you are a teacher who has already been welcomed to VEAES, knock on the door of colleagues new to your school this year to make sure they've received their invite! The sooner our early-career teachers get acquainted with union structures, the stronger we become as a collective!



Contacting the VEAES Office

If you have a question about your worksite and /or your collective agreement rights, please contact your Staff Representative. They can help you find the relevant section of the Collective Agreement for your situation.

If you have a concern about something confidential, matters related to harassment, discipline, investigations or evaluations, please contact the VEAES office.

Your Collective Agreement is available [online](#) and while not all worker rights are represented there (some live within the Employment Standards Act or Human Rights Code) etc. This is where you can find information about your right to leaves, seniority and conversion, union representation, workload, professional autonomy etc.

If you determine it's best to contact the union office, you can speak to anyone who is available, as we no longer have school-specific portfolios, but we do have some areas of work in which we focus. If you have specific questions about health and wellness, or medical leaves, try karine@veaes.ca, health and safety marjorie@veaes.ca , grievances darren@veaes.ca or vanessa@veaes.ca , political action eric@veaes.ca, board matters jody@veaes.ca

However, due to our responsibilities at the VSB, BCTF, Teachers Council and other related meetings, it may be more expeditious to see who is available at the office on that day and know that we meet to discuss and problem solve member concerns.

BCTF New Teachers Conferences

The BCTF will be hosting two New Teachers' Conferences this year. One regional conference in Nelson and one Metro conference in Vancouver. The conferences are designed specifically for teachers and teachers teaching on call in their first five (5) years of teaching, as well as teacher candidates. Registration is now open, and space is limited in many of the workshops. [Click here](#) to learn about the workshops available, as well as social events and other learning opportunities taking place at the conference. The conference will take place on February 25, 2023, in Vancouver, and May 13, 2023, in Nelson. You can register for just one conference or both.



Seniority Lists Updated November 2022

Seniority Lists are updated every November for school sites. Your administrator has a copy of it, and you can ask to access it.

In our Collective Agreement, Seniority is used in three main ways:

- For filling of vacant positions at a school, seniority is used as the tie-breaker when two or more candidates have relatively equal qualifications
- For surplussing (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 VSB, though, at their regular FTE.
- For layoffs (when staffing is being reduced across the whole school district), people across the district below a certain amount of seniority are laid off, regardless of school or position. Typically, most are hired back, but may be at a new school.

We find that seniority can be used as a mechanism to organize schools and is how some staffing decisions should be made.

Stewart Schon Health and Safety Award

Stewart Schon's contributions to health and safety at both the provincial and local levels were many. He was the BCTF Health and Safety Advisory Committee's only chairperson from the committee's inception until his death in March 2006. The award will be granted to a member or honorary associate member who has made an outstanding and sustained contribution to the health and safety of BCTF members. The deadline for nominations for the award is **January 31, 2023**. [Click here](#) for more nomination form and more information.

Vancouver Residents: What are Your Budget Priorities?

Vancouver Residents: What are Your Budget Priorities?

Share your opinions and help shape the city's spending!

The City of Vancouver is currently soliciting opinions on how residents want the city's money spent. Please click the link below to have your voice heard.

https://www.shapeyourcity.ca/budget?tool=survey_tool&tool_id=share-your-priorities#tool_tab

Sites Without Counsellors

We have heard that there are some sites who still don't have a counsellor attached to them. If you are at one of these sites, please have your Staff Rep contact the union office so that we can raise this issue with the Employer.

Extended Health Plan Vote

As you know, Vancouver teachers have our own, locally negotiated Extended Health Benefits (EHB) medical and dental Plan. In many ways, the local plan is superior to the provincial plan that the majority of locals have access to. Each time

there are improvements to the provincial plan, VEAES and VSTA members are asked to vote to retain the local plan or join the provincial one.

There are benefits to each, for certain. However, it is extremely important that members are making an informed decision about the benefits plan, not only for

the current time of their lives, but with consideration for their own and their family's future needs.

It's easy to compare dollar amounts across the two plans, but moving to the provincial plan will have significant impacts on restricted access to coverage for all

medications, overall deductibles, and the requirement to use lowest cost alternative treatments. VTF will be creating and distributing information with comparisons between the two EHB plans and explanation of some of the more

complex aspects in the new year. You can see a chart that compares the two plans [here](#) but it will be important to attend the upcoming meeting to learn more.

Further to our communication last week regarding the upcoming Provincial Benefits Plan vote, be aware that as there is no Provincial Dental plan, whether VTF members decide to remain in the local plan or join the provincial Extended Health Benefits Plan, our dental benefits will remain the same.

Looking for help using the CSL Tool or writing reports?

Visit the VSB's one-stop shop for everything reporting!

We have left the holiday season and have officially entered report card season. If you are looking for help or clarity surrounding what is expected in reports, how to use the CSL Tool and have already asked your colleagues too many questions, click the link below! This VSB Sharepoint site includes video tutorials, report card comment sentence starters with links to the Core Competencies and much more.

[Communicating Student Learning.\(CSL\) K-7 - Home \(sharepoint.com\)](#)

Dates to Remember

Aboriginal Education Committee Meeting

January 12, 2023 @ 4:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/81339640153>

Meeting ID: 813 3964 0153

Passcode: 562808

Dial by your location

+1 778 907 2071 Canada

General Meeting/ Staff Rep Assembly

January 17, 2023 @ 4:00 PM

@ TUPPER SECONDARY SCHOOL – CAFETERIA

419 E 24th Ave, Vancouver, BC V5V 2A2

General Meeting to elect BCTF AGM delegates

Teachers Teaching on Call Committee Meeting

January 18, 2023 @ 4:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/84060785974>

Meeting ID: 840 6078 5974

Passcode: 950542

Dial by your location

+1 778 907 2071 Canada

Health & Safety Committee Meeting

Thursday, January 19th at 4:00pm

Join Zoom Meeting

<https://us06web.zoom.us/j/89738258024>

Meeting ID: 897 3825 8024

Passcode: 426732

Dial by your location

+1 778 907 2071 Canada

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VEAES

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