

VEAES WEEKLY

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



Table of CONTENTS

Information on Heat Stress and Process to Report - Page 2

Understanding TTOC Experience Credits - Page 2

Remedy - Page 2

χpeý Elementary 10 Year Anniversary - Page 3

Takeover Edition of Teacher Magazine Now Available - Page 3

Early Retirement Incentive Plan- Page 3

Landmark Supreme Court Decision on 2SLGBTQIA+ Human Rights - Page 4

Provincial Benefits Improvements - Page 4

Information on Heat Stress and Process to Report

As the temperature rises these last few weeks of school, we know that classrooms are getting hot, making it very difficult to teach and to learn, and increasing the risk of heat stress. If this is the case for you, please notify your admin and your site-based Health & Safety rep who sits on the site-based Joint Occupational Health & Safety Committee. Document the response you get from your administrator and the steps they are taking to address your concern. If the issue is not resolved, contact WorkSafe BC Prevention Line: 1.888.621.7233. If this is an issue at your site, please contact marjorie@veaes.ca.

The BCTF has provided advice on how to identify heat stress, as well as the steps to take to address the concerns about heat in the workplace. [Please read through the document](#), discuss it at your next VEAES meeting so that all members are aware of the process and if you have recommendations that the collective wants to bring forward to address the issue at your site, bring them to Staff Committee for discussion.

Understanding TTOC Experience Credits

If you work as a teacher teaching on call (TTOC), you will accumulate your experience credit in your TTOC silo. If you also work in a contract, temporary, or continuing position, you will also earn experience credit in your contract silo.

You can move your TTOC experience credit into your contract silo two times a year. *You must make the request to move the experience credit by June 30 to be effective by August 31, or by November 15 to be effective by December 31.*

To learn more about how to move your TTOC credit to your contract silo, when it is best to move your TTOC credit, or when to keep your TTOC credit in your TTOC silo, [click here](#). We know it can be confusing, so please don't hesitate to reach out to vanessa@veaes.ca or karine@veaes.ca to discuss your options.

Remedy

The Employer has informed us that they have caught up on remedy allocations for teachers. The remedy generated from February and March will be on your May 31st pay advice. April's remedy should appear on your June 15th pay advice. If you feel your remedy is not correct on either of those pay advices, please contact the VEAES office.

xpey' Elementary 10 year Anniversary

We raise our hands to the teachers, students, staff, and leadership at xpey' as they celebrate their 10 year anniversary this week. xpey' is an Indigenous Focus Choice School within the VSB, whose vision is to foster academic excellence, strength of self, and pride in Indigenous ancestry and teachings. The school's population reflects the urban Indigenous population of Vancouver which draws from a rich variety of cultures from across Turtle Island.

Having an Indigenous Focus School shows the Board's commitment to Truth & Reconciliation and we look forward to many more years as this school grows and thrives.

Takeover Edition of Teacher Magazine Now Available

The May/June edition is now available and it's a first for the BCTF: it is the first written entirely by and about teachers who identify as Aboriginal or Indigenous, Black, and people of colour. Read about the challenges, joy, victory, solidarity, and power that are part of the experience of being a BIPOC teacher in BC. Check out the [full edition](#) for poems, personal stories, lesson ideas, summer reading, and more.



Early Retirement Incentive Plan

Remember that May 31 is the deadline to apply for the ERIP. ERIP is salary upon retirement, minus the salary of Category 5 step 3 then adjusted by the number of years before age 65.

For example, a member at Category 6 step 10 and age 55 would receive $(99,222 - 66,843) \times 100\% = \$32,379$

Someone at step 5+ (6PA) step 10 and age 60 would receive $(97,922 - 66,843) \times 50\% = \$15,539$

You can find the updated salary grids [here](#):

You can find the ERIP agreement and other eligibility requirements [here](#).

The BCTF Pension Plan continues to make seminars and webinars available for members who are considering retirement. You can access live seminars, held every Wednesday until June 30 via Zoom [here](#). And if you'd prefer to watch at your own pace on the pre-recorded webinars on the BCTF YouTube channel [here](#).

You can also reach out to the BC Retired Teachers' Association here for advice and support on retirement, optional benefits plan, and other benefits!

Landmark Supreme Court Decision on 2SLGBTQIA+ Human Rights

Big VEAES appreciation to our colleague and VEAES member Glen Hansman for his persistence in defending the human rights of 2SLGBTQIA+ staff and students in public schools.

The Supreme Court of Canada (SCC) agreed last Friday to dismiss a defamation suit brought in 2018 by a then Chilliwack school board trustee against Glen, who, in his role as BCTF President, spoke out against comments made by Barry Neufeld as bigoted, transphobic and hateful. The decision supported the right – and responsibility – of individuals to speak out against human rights violations.

The comments made by Trustee Neufeld were in opposition to the SOGI 123 curriculum, which supports teaching about sexual orientation and gender identity, and harmed students, staff, and families in the district. The case provides legal context over how courts must weigh public interest over contentious debates against the chilling effect on people being sued for naming human rights violations.

"The closer the expression lies to the core values of [freedom of speech], including truth seeking, participation in political decision-making and diversity in the forms of self fulfilment and human flourishing, the greater the public interest in protecting it," the decision reads, "groups especially vulnerable to expression that reduces their worth and dignity in the eyes of society and questions their very identity". In this case, the vulnerable group are trans and queer youth.

This ruling is among the first defending the rights of trans individuals in Canada under the Charter, and will clarify the rights of individuals to speak truth to power when human rights are being impacted. Glen told the media: "I hope this decision makes things easier for anyone speaking in defence of a marginalized community, particularly those speaking in defence of 2SLGBTQ youth and trans people generally, without having to be fearful of retaliatory legal action."

Provincial Benefits Improvements

The provincial table seeking to determine the staggered 2023 and 2024 improvements to the provincial benefits plan is underway. We are hoping to have an outcome to share with members once those discussions are complete.

When the improvements are made public, VEAES will support members to compare the new language and will determine next steps towards a vote on whether we will continue in the local benefits plan or join the provincial plan. Watch this space!



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

veaes.ca

Dates to Remember

**Social Justice & Solidarity
Committee Meeting**
May 30, 2023 @ 4 pm
VEAES Office
2915 Commercial Drive, Vancouver, BC

**Working Learning
Conditions/Bargaining
Committee Meeting**
June 5th, 2023
@ 4:00 pm
VEAES Office
2915 Commercial Drive, Vancouver, BC

**Executive
Committee Meeting**
June 6th, 2023
@ 4:00 pm
VEAES Office
2915 Commercial Drive, Vancouver, BC

**Aboriginal Education
Committee Meeting**
June 8th, 2023 @ 4:00 pm
Join Zoom Meeting
<https://us06web.zoom.us/j/83447275221>
Meeting ID: 834 4727 5221
Passcode: 385654
Dial by your location
+1 778 907 2071 Canada

VEAES

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