

VEAES WEEKLY

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



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Violent Incidents

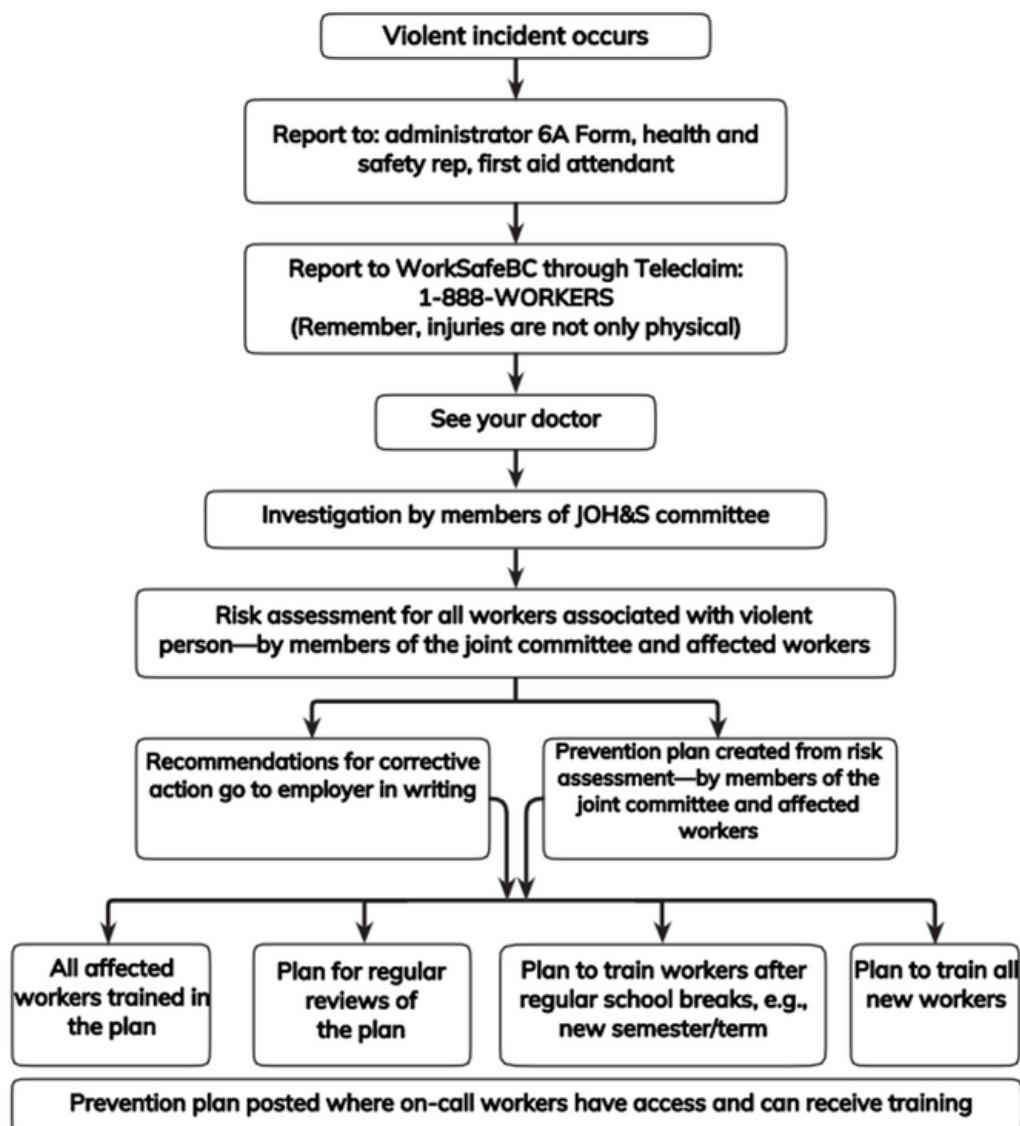
Violent Incidents are on the rise, in no small part due to the decrease in SSSW support and delays in designations and the support that should flow from such designations. If you experience a violent incident in your classroom, whether or not an injury results, this is the flowchart to follow. Importantly, all violent incidents, near misses, injuries, all begin with the completion of a 6A form.

Please ask your administrator to review the new Our Health page on the VSB hub if they have not satisfactorily reviewed the relevance and use of this new resource. 6A forms are now housed here.

Health and Safety representatives are rock stars of the workplace. Health and Safety is a fundamental and well protected part of our work. Many of these rights are in legislation! Violence is not acceptable in the workplace, and physical or emotional violence, threats, near misses, all count as violence in the workplace.

[The BCTF Health and Safety Handbook](#) (online in French and English) is updated annually and includes excellent information about your Health and Safety rights in schools, including helpful flow charts like this!

Violent Incident Reporting Process



Truth and Reconciliation

September 30 was Canada's National Day of Truth and Reconciliation. We acknowledge the underlying title and inherent rights of self-determination of Indigenous peoples, and our presence as uninvited guests in the traditional and unceded territories of the x̣ẉməθkwə́ỵəm (Musqueam), Skwxwú7mesh (Squamish), and Səlílwətaʔ/Selilwitulh (Tsleil-Waututh) Peoples.

The truth is that we must learn from and work alongside Indigenous peoples in order to make things right.

September 30 was chosen as "Orange Shirt Day" by Indigenous people in 2013 to commemorate and honor the survivors of The Indian Residential School System (IRSS) and those who never returned home. At this time of year, over the course of more than 100 years, Indigenous children were forced to return to IRSS institutions where they were targeted for indoctrination and torture organized by the Canadian state to weaken and destroy Indigenous nations. In 2015, the Truth and Reconciliation Commission of Canada (TRC) recommended that the Canadian government establish a statutory holiday so that Canadians may never forget the history and ongoing legacy of the IRSS. September 30 is now also Canada's National Day of Truth and Reconciliation.

In solidarity with Indigenous Peoples, we mourn the loss of the children who did not make it home and honor the courageous survivors and their allies who worked for decades to break the walls of silence and denial surrounding the IRSS. On this day of solemn reflection, we acknowledge that racism and religious persecution were used to dispossess Indigenous peoples of their territories, and that we must educate ourselves about the ongoing and current impacts of colonization and genocide on Indigenous peoples. We recognize that the labour movement in Canada has not been the ally it needs to be to Indigenous peoples. We must do the urgent work of ending systemic racism by engaging in a meaningful process of reconciliation with Indigenous peoples that leads to decolonization.

Many Indigenous leaders have warned that "reconciliation" has stalled and that Indigenous perspectives must be employed to understand the critical issues impacting Indigenous peoples. Canadians must ask ourselves how we are holding our governments, associations, and ourselves accountable and transform our talk into action.

We stand in solidarity with the First Nations, Inuit and Metis teachers. We raise our hands in honour and respect for all you do in the public education system. We are sending you good thoughts as you continue on this healing journey.

Throughout the year, not just on September 30, we encourage teachers to learn, reflect, and act. Here are some resources that you may find useful:

Truth and Reconciliation Commission of Canada: 94 Calls to Action

https://www2.gov.bc.ca/assets/gov/british-columbians-our-governments/indigenous-people/aboriginal-peoples-documents/calls_to_action_english2.pdf

Calls to Action Accountability: A 2022 Status Update on Reconciliation

<https://yellowheadinstitute.org/trc/>

Indigenous Watchdog: <https://www.indigenouwatchdog.org/>

Orange Shirt Society: <https://orangeshirtday.org/>

Sign CLC's petition "Justice for First Nations', Inuit, and Metis is Long Overdue"

<https://canadianlabour.ca/campaigns/justice-for-first-nations-inuit-and-metis-is-long-overdue/>

Ćəsnaʔəm: The City Before the City: Discover Musqueam's Ancient Landscape and Living Culture <https://museumofvancouver.ca/csnam-the-city-before-the-city>

BCFED Reconciliation Plan Framework:

https://mcusercontent.com/ca056b1a01009092002205b95/files/e3106f56-5dda-b3f3-1253-32bf1ee2cc80/reconciliation_plan_bcfed_Final_version_sm.01.pdf

Support Services and Resources:

[Indian Residential School Survivors' Society](#): Toll-Free Line 1 800 721 0066

Indian Residential School Crisis Line: (604) 985-4464

Hope For Wellness: Toll-Free Line 1 (855) 242-3310

Metis Crisis Line: 1 (833) 638-4722

Union Leave

Leave for union activities / SURT etc.

All reps, please remember that there are two parts to taking any union leave. You must book the leave through SFE using Code 141, and you must ALSO complete the union rep leave form and return it to hitomi@veaes.ca . The workload generated by members failing to submit the union rep leave form is very time consuming and means that we are unable to complete other important aspects of our work, and flags the leave with the Board as unauthorized. Please take the time to complete this simple step.

Please also remember that our staff are doing their best to organize successful, efficient meetings. When members register for VEAES training after the cut-off date, or on days that they are not scheduled to attend, it can result in a lack of sufficient TTOCs and/or running out of food or materials for the groups. Again, following a few simple steps will ensure that our staff are better able to serve members, and that your elected representatives are able to focus on member support, rather than chasing down paperwork.

if you were not provided a TTOC for the recent SURT or your monthly union leave, VEAES still pays for the TTOC and the funds will be in your school Flex fund. Use your Staff Committee to make recommendations on using those funds to bring in an additional TTOC to replace the lost service that was likely created by the failure to fill – having a second TL or Resource Teacher in the school for the day will help!

Half Day Union Leave

Each school is entitled to a half day of union rep leave per month, except for in the months of October, February, and May, when we use those half day leaves to subsidize the School Union Rep Training with a full day release for reps. Your school can decide to rotate the school-based ½ day among your school union team (Pro-D, Health and Safety, Staff Committee Chair, Staff Rep), but the paperwork with the names and roles of those taking the leave must be forwarded to the union office, as we check the use of leave days against our Senior Staff Rep lists. Unexpected names accessing union leave without documentation flags these leaves as unauthorized with the Board.

Union reps may “save up” two months worth of this leave (i.e. September and November) and take a full day, but (you guessed it) *you need to indicate this on the form and submit it to the union office, otherwise we spend literal hours tracking down the leaves and can't do the other important work of the union.*

Staff Rep release is authorized by the budget setting process and funded by member dues. We have a responsibility to our members to ensure that it is used appropriately and for the purpose intended. We are unusual in the province in providing this leave to reps. Please follow the simple steps required to ensure that we can do our job at the office supporting you to do your important work

VEAES Bursary

Every December, at our General Meeting, we hold a draw for a \$1000 bursary for a child of a VEAES member attending post-secondary. You can find the application form [here](#). Application deadline is Thursday, December 7, 2023 and the draw will take place at the December 12, 2023 General Meeting. Students must be currently registered in post-secondary and applications must include proof of registration.

Rodents in the Classroom

If you are experiencing Rodents in your school, please remember to follow the process for any Health and Safety Concern. That is:

1. Notify your Health and Safety Rep and file a hazard report on [OurHealth](#) (to document and advise the Principal) and to copy marjorie@veaes.ca Also report it to your school engineer, as they can liaise with the CUPE local who takes care of Pest control.
2. Bring the matter to a school-based joint Occupational Health and Safety Committee meeting. This is where you can establish proper and safe cleanup procedures, and ensure that custodial staff with proper training do immediate cleanup of rodent waste in classrooms
3. If your administrator asks you to clean up rodent droppings, you can ask if it is a direction, and to ask for this direction in writing.
4. If it's not being dealt with appropriately or effectively at JOHS, your H&S rep can contact a WorkSafe Prevention Officer for consultation. They will require that the matter has been raised at a school-based JOHS meeting, so don't skip that important step.
5. VEAES has, and will continue to bring the issue up at District Health and Safety and with Senior Management.

If students eating in your classrooms without adequate supervision is contributing to the rodent problem at your worksite, you may need to use your VEAES and Staff Committee provisions to find common ground and bring forward recommendations.



Provincial Specialist Association Pro-D Day October 20

October 20 is a provincial day for Pro-D, and many excellent pro-d opportunities led by BCTF and local specialist associations are on offer. Please take the time to review the pro-d workshops organized and led by your colleagues!

<https://www.psaday.ca/> Remember that you have school- and district-based Professional Development funds available to support participation in these events. It's a great way to meet up with other teachers from around the province and share learning opportunities.

Sexual Health and Gender Identity and the Curriculum

Many times, there are unwelcome new requirements in our profession – unexpected new reporting requirements that we may not feel motivated to incorporate. However, there are times when change is welcome and initiated by teachers and students, or connected to equity and inclusion. Incorporating Reconciliation and Indigenous perspectives into our teaching is one such way, as it improves schools for Indigenous and non-Indigenous students and staff alike. Another important aspect is the incorporation of awareness and respectful inclusion of SOGI curriculum and language, which creates safe learning environments for gender diverse and queer staff and students.

VSB Policy 17 and Administrative Procedure 174 include clear directives from the Board that this is, in fact, a part of our work. These Board documents outline the rights of students to self-determination and self-identification, including names and pronouns. VEAES is currently working with the Board to develop resources for distribution to all worksites. VEAES will also be circulating some suggestions for ways to respond if parents approach you with concerns or demands connected to your delivery of curriculum or implementation of VSB policy.

If you experience harassment, discrimination, or harm in the workplace as a result of queer- or transphobia, all of the provisions of the Collective Agreement and Worksafe apply to you, and you can file a 6A form or contact the union about filing a grievance."





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Dates to Remember

Professional Issues

Committee Meeting

October 16, 2023 @ @ 4:00 pm

Join Zoom Meeting

<https://us06web.zoom.us/j/82152379865>

Meeting ID: 821 5237 9865

Passcode: 432176

Dial by your location

• +1 778 907 2071 Canada

General Meeting/

Staff Rep Assembly

October 17, 2023 @ @ 4:00 pm

Tupper Secondary School Cafeteria



VEAES

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