



VEAES WEEKLY

TOPICS WORTH TALKING ABOUT

PLEASE READ AND DISCUSS
WITH YOUR COLLEAGUES

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Important Information on Provincial Bargaining MOA Ratification Vote

By VEAES IHTOs and EC

As you have probably heard by now, last week the BCTF reached a Memorandum of Agreement (MOA) in provincial bargaining with the BC Public School Employers' Association (BCPSEA). The BCTF Executive Committee has recommended this tentative agreement to members for a province-wide vote, which will be held on **March 2nd, 3rd, & 4th**.

The ballot question will be:

Are you in favour of ratification of the Memorandum of Agreement reached on February 7, 2026?

Êtes-vous en faveur de la ratification du mémoire d'entente conclu le 7 février 2026?

YES

NO

You can review the entire MOA, along with summary and FAQ documents, by logging in with your credentials on the [BCTF bargaining webpage](#). If you are having trouble accessing the BCTF Portal, you can request support [through the website at this link](#) or by navigating to:

**Services and
Guidance**



**Membership,
Expenses and
Administration**



**Get Assistance
Logging in to
BCTF.ca.**

Voting at VEAES sites

At its meeting Wednesday night, the VEAES Executive Committee passed a motion that **all voting will take place in person, using paper ballots, at each VEAES work site.**

- **Ballot boxes, ballots, and voting packages will be available for pick-up** at the VEAES office (#410 – 2238 Yukon Street) **February 24–27.**
- Training materials for conducting the vote at your site will be available behind the VEAES portal on February 24.

Please ensure that one member from each site stops by the office next week to pick up the vote materials. Also, once the vote is complete, the ballot boxes and materials will need to be dropped off at the VEAES office again **no later than 5 pm on March 4th**. If your site foresees a problem picking up/dropping off the materials on those dates, please contact team@veaes.ca to make alternate arrangements.

Worksite Voting Details

The vote will be done in person at all worksites, and voting will take place before and after school –8 am start and 4 pm end time. Whether or not voting will be available at lunchtime is at the discretion of each staff rep and/or polling clerk. If your school does not have a designated staff rep, please contact team@veaes.ca to let us know. If your school cannot arrange to retrieve/deliver a ballot box and train a member to be the polling clerk, then your site cannot hold a vote and members will need to vote at another school site or at the VEAES office.

Alternative Voting Options

- **Advance voting** (for members who are unavailable March 2-4th) at the VEAES office:
February 26 & 27, from 8:00 am – 4:30 pm
- **TTOCs, members on leave, and those without a designated worksite** may vote at the VEAES office:
March 2-4, from 8:30 am – 4:30 pm

Please share this information with TTOCs at your site and with any members you know who are currently on leave.

Virtual Town Halls

In order to ensure that members are thoroughly informed about the Memorandum of Agreement prior to the ratification vote, VEAES will be holding two online town halls via Zoom next week.

- **Wednesday, February 25 at 4:00 pm**
- **Thursday, February 26 at 12:15 pm**

Look out for another email next week with the Zoom meeting link. If you have any questions in advance of the meeting, please submit them [via this form](#) and we will try to answer as many as we can during the town halls.

Once the ratification vote is complete, if the vote is successful then the new collective agreement will come into effect immediately. If the province-wide vote is not successful however, then bargaining talks will resume. If you have any questions, please don't hesitate to reach out to your staff rep, to look on the BCTF website, or to contact the VEAES office.

Important Notice Regarding the Early Retirement Incentive Plan and the Spring Transfer Process

By IHTOs

VEAES has agreed to renew two Letters of Understanding around the Early Retirement Incentive Plan (ERIP) and the Spring Transfer Process (STP). These are essentially the same LOUs as last school year and are intended to provide more posting rounds so members will know their assignment for September before the school year ends. In order to get all postings out in the first round there has been a change to the ERIP date that members between the ages of 55 and 64 should be aware of. The new deadline date has moved from May 31 to March 31 (see below for more details). Principals should be announcing this at staff meetings and staff reps should also inform members about the date change in a VEAES meeting.

The Spring Transfer Process will be compressed again this year. The usual seven day posting period is now three days with two days for interviews before offering jobs to members. Postings will run on Mondays, Tuesdays and Wednesdays with interviews occurring on Thursdays and Fridays. Members will need to be aware of these changes and prepared to apply for jobs and clear their schedules for interviews should they be short listed. Postings will start in the last week of May and run each week until the end of the school year. The goal with these changes is to have everyone know what their assignment will be by the end of the school year. If most of the C candidates settle into new assignments in the first three or four rounds, we hope some E and F

candidates may get continuing work should there still be vacancies in the final round. This could potentially help with recruitment efforts and is something with will review again in the fall.

The most important change pertains to teachers considering retirement. Currently to qualify for ERIP members must apply before May 31. This date is moving to March 31 so that those retiring can have their positions organized into the first round of postings. On average we have between 80 to 110 teachers retire in a given year and this includes secondary teachers. For the second year of this trial there will be a small number of teachers impacted by this date change and it is extremely important members between the ages of 55 and 64, that are considering retirement, are aware of this.

Applying for the ERIP benefit requires teachers to email humanresources@vsb.bc.ca. In the email the member should state that they are:

1. Submitting a retirement notice for June 30, 2026
2. That they would like to receive ERIP



Some helpful links for teachers considering retirement are:

- Pension income – use TPP Estimator <https://myaccount.pensionsbc.ca/web/my-account/sign-in>
- CPP – can estimate using My Service Canada Account <https://www.canada.ca/en/employment-social-development/services/my-account.html>
- OAS – can estimate using online tool <https://estimateursv-oasestimator.service.canada.ca/en>



Some checklists to support you are:

- <https://tpp.pensionsbc.ca/pre-retirement-checklist>
- <https://www.bctf.ca/redirects/retired-pages/guidance-preparing-for-retirement-checklist>
- <https://bcrtta.ca/living-well-in-retirement-a-bcrtta-guide/>

For further supports you can contact Allan Lee at the BCTF, the Teacher Pension Plan and the BC Retired Teachers' Association at these numbers:

TPP 1 800 665 6770 <https://tpp.pensionsbc.ca/> ; workshops: <https://tpp.pensionsbc.ca/online-courses-and-webinars>

Allan 604 871 1935 <https://www.bctf.ca/topics/services-information/pensions-and-retirement>

BCRTA 604 871 2260, <https://bcrtta.ca/> ; workshops: <https://bcrtta.ca/register/#lp-pom-box-123>

Retiring is a significant life decision and something we in the VEAES office take seriously. We are here to support and should anyone have questions or require support please reach out to greg@veaes.ca.

Recognizing a vital win for trans rights and inclusivity at the BC Human Rights Tribunal

By Xander Graham

The BCTF, and VEAES, are celebrating a landmark victory at the BC Human Rights Tribunal that powerfully affirms the rights of 2SLGBTQIA+ educators, students, and community members to live, work, and learn free from discrimination. In a decision released this Wednesday, February 18, 2026, the Tribunal found that former Chilliwack School Board trustee Barry Neufeld repeatedly violated the Human Rights Code through years of public statements that relied on harmful stereotypes, the spread of misinformation, and the hateful targeting trans and queer people.

The ruling makes it clear that attacks on trans identity framed as opposition to “gender ideology” are not benign political opinions, rather they constitute discriminatory conduct that exposes our communities to hatred and contempt. Importantly, the Tribunal affirmed that school trustees have a responsibility to foster inclusive, discrimination-free learning and working environments. Rather than upholding that duty, Neufeld’s repeated public comments undermined the safety and dignity of 2SLGBTQIA+ teachers and students, particularly through his attacks on SOGI 123 curricula and programs. The decision underscores the reality that denying the legitimacy of trans identities is a distinct form of harm that foments discrimination and violence.

For educators across British Columbia, this ruling is both a legal milestone and a moral affirmation: trans people exist, belong, and are entitled to safety and respect in our schools and communities.

BCTF President Carole Gordon called the decision “a huge win for 2SLGBTQIA+ rights,” emphasizing that hateful rhetoric has no place in public education, especially from those in positions of leadership. The ruling reinforces the importance of evidence-based, inclusive resources like SOGI 123 and sends a clear message: equity, inclusion, and human rights are foundational to public education in British Columbia.

For VEAES members, this decision is a reminder that collective advocacy works, that standing up for marginalized colleagues and students is essential to building schools where everyone can thrive, and that no one is free until everyone is free.



West African Djembe Class

By Greg Canning

Are you interested in learning some West African rhythms and beats? If so VEAES has an opportunity for you. For the next three Thursdays (February 19, 26 and March 5) Percussionist Kevin Noble will be running a class for interested teachers. This is a fun opportunity to make some friends, learn something new and to familiarize yourself with our union. Djembes will be provided but teachers are welcomed to bring their own if they have one. If you are looking for a little pro d and a chance to perform with others, please reach out to Greg Canning at greg@veaes.ca.

Excerpts from the **BCTF**

Disability Justice Summit

The BCTF is seeking members to participate as part of the Disability Justice Summit session for members who identify as being a person with a disability and/or identify as being neurodiverse. The Disability Justice Summit session is taking place on April 24–25, 2026.

Disability Justice Summit goals:

Provide opportunities for BCTF members who identify as persons with a disability to:

- strengthen connections
- build relationships, capacity, and community
- build capacity for sustained meaningful member engagement
- build leadership capacity in the community of BCTF members living with disabilities and/or identify as being neurodiverse.

Disability Justice Summit session selection criteria:

This Disability Justice Summit session will consist of 10 individuals from the membership who identify as persons with a disability, including those who identify as being neurodiverse, plus two members of the Committee for Action on Social Justice Disability Action Group. Please see further information related to attendees below:

- active BCTF members
- experience teaching Grades K–12
- balance of diversity—gender, regional representation, etc., will be sought
- priority will be given to members from equity-seeking groups, new teachers, and members new to engaging with union.

Please see the BCTF [Postings and Opportunities](#) page to complete the application form. The deadline to apply is March 9, 2026, at 4:00 p.m.

Please send completed applications to kchong@bctf.ca and hkelley@bctf.ca.

BCTF Pension Seminar

This seminar is open to all members:

Thursday, March 5, 2026, 3:30–4:45 p.m. Pacific Time via Zoom.

This seminar is intended to help members learn about how their pension plan works, factors to consider when planning for retirement, and their pension options.

The seminar will cover topics such as:

- how pension is calculated
- eligibility for unreduced pension
- pension options
- the retirement application process
- post-retirement considerations.

If you are planning to attend, please register at the link below:

<https://www.bctf.ca/topics/services-information/events-and-meetings/pension-seminar-registration>.

After registering, you will receive an automatic confirmation email with the Zoom link and details. If you have any additional questions, please contact jmawhinney@bctf.ca.

2025-26

 veaes.ca

VEAES MEMBER PORTAL

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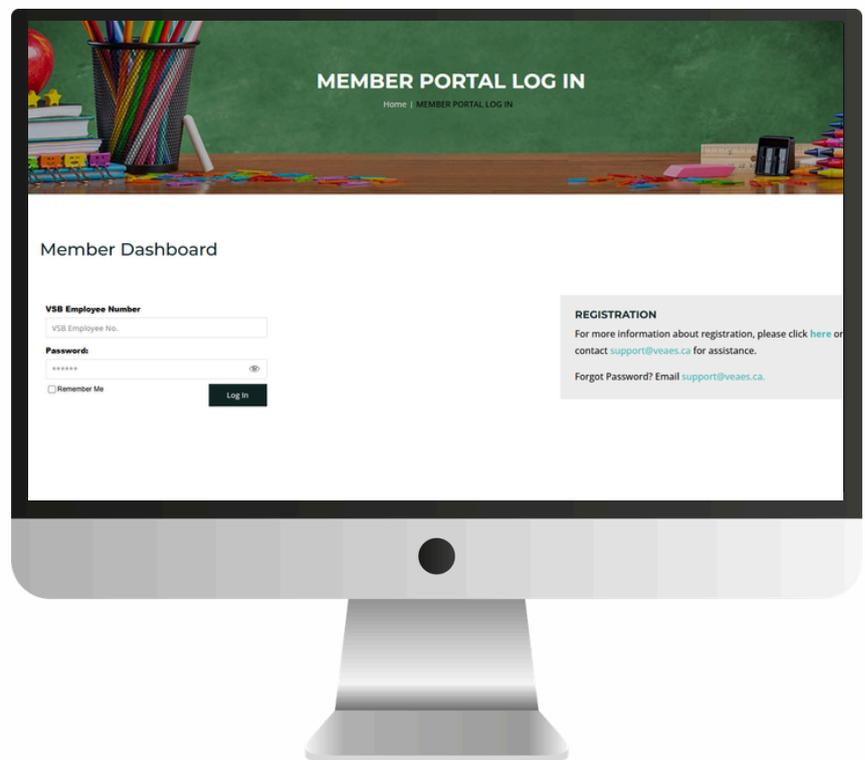
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To access the portal, go to the [VEAES website](#). From the menu, scroll down and select [Member Portal Log In](#).

When you become a VEAES member, your Member Portal profile is created for you. After careful consideration, we have chosen to use members' VSB employee numbers as the usernames, as this allows us to verify members. You will need your VSB employee number ready in order to login to the portal.

To set your password, click [here](#).

If you have any questions, please contact support@veaes.ca.



VEAES

The Vancouver Elementary and Adult Educators' Society is the union representing elementary teachers and adult educators working in public schools in Vancouver.
Thank you all/ *é·iθamə cən*