STRONGER TOGETHER

NOV 5
2026

# veaes weekly

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WITH YOUR COLLEAGUES

# Honouring Indigenous Veterans This National Aboriginal Veterans Day

By Right To Play

www.righttoplay.ca/en-ca/national-offices/national-office-canada/whats-new/honouring-indigenous-veterans-this-national-aboriginal-veterans-day/

This November 8th is National Aboriginal Veterans Day, a day of remembrance and commemoration of the contributions of Indigenous veterans in the First and Second World Wars, as well as the Korean War. This Aboriginal Veterans Day, we would like to express our gratitude for the contributions Indigenous veterans have made to Canada and the world.

National Aboriginal Veterans Day began in Winnipeg in 1994 when Indigenous veterans were not recognized in Remembrance Day activities, and is now celebrated in many communities across Canada. Over 12,000 Indigenous people are estimated to have volunteered in all three wars, including 7,000 First Nations members, and approximately 300 died during these conflicts.




**Private RCASC**
**Frederick J. George, Dinezè Bist'yi'**
**June 22, 1918 - February 17, 2008**
**(Marjorie Dumont, C'tan's uncle who fought in WW2)**



**Fred George, Dinezè Bist'yi'**

First Nations, Inuit and Metis people were not eligible for conscription because they were not citizens of Canada (they were also unable to vote), but many volunteered despite the challenges they faced, including traveling long distances from remote communities to enlist, learning a new language (English), and coping with racism against them. Indigenous people were not allowed to join the Canadian Air Force until 1942 and the Canadian Navy until 1943. Both men and women enlisted, serving as soldiers, nurses and in other roles. Many served with distinction, winning medals for bravery in action.

After the war, enlisted Indigenous people returned home to continued discrimination, including in some cases denial of benefits, loss of Indian Status, and expropriation of their land by the government for non-Indigenous veterans. It was only in 1995 that Indigenous veterans were allowed to lay wreaths commemorating their fallen comrades at the National War Memorial in Ottawa. The first monument commemorating the role of Indigenous people during these three wars was dedicated in 2001 in Ottawa. It took until 2003 for the Government of Canada to provide veterans' benefits to First Nations soldiers who had been denied them in the past, and Metis veterans have never received them.

Today, Indigenous people continue to serve in Canada's armed forces.

# Our Wet'suwet'en Veterans

## *Lest We Forget ...*



**Andrew George Sr.**
(1920–1998)
World War II
(1939–1945)
Sapper-Engineer



**Alec Thomas**
World War II & Korean War
(1942–1945) (1950–1963)
Driver, heavy equipment,
bridge building



**Private Bill Holland**
(1921–2008)
World War II
(1944)
Trained & injured
in Canada



**John Morris**
(1908–1973)
World War II
(1943–1946)
Transport driver with
combat engineers
or sappers



**Pete Holland**
World War II
(1943–1945)



**Francis Holland**
World War II



**Alfred Mitchell**
(1924–1989)
World War II



**Sergeant Tommy Tait**
World War II
(1939–1945)



**Charles David**
World War II



**David Alec**
World War II
(1920–1998)
Sniper




**Trooper Squadron**
**Sergeant Major**
**Jack Mitchell**
(1922–1998)
World War II



**Fred George**
World War II Veteran
(1940–1945)
Canadian Army Service Corps
Served in Europe,
including Normandy

**Patrick Mitchell**
(1911–1987)
World War II

**Mabel Holland**
World War II
Nurse

**Seymour Holland**
World War II

**Herbert Tait**
World War II

**Frank Bazil**
(1916–1969)
World War II
Trained in
Canada

**Thomas K. Morris**
World War II
Trained in
Canada

# REMEMBRANCE DAY

*November 11*

Photo credits to School District 54

# Remembrance Day: November 11th

By Françoise Raunet

On November 11th, every year since the end of World War One in 1918, Canadians have paused for a moment of silence on Remembrance Day to honour and remember the men and women who have served in Canada's armed forces during times of war, conflict, and peace. Not only do we honour veterans, but many of us also use the opportunity to reflect on the harms of war and the innocent victims of armed conflict. According to the **Council on Foreign Relations Global Conflict Tracker**, there are currently 27 ongoing conflicts. Many folks are aware of the ongoing loss of innocent lives in Palestine, Lebanon, Iran and Ukraine, but conflicts are also currently worsening in Haiti, Yemen, Sudan, Ethiopia, and Congo. If you are looking for resources to share with your students about Remembrance Day, or Peace Education resources more generally, some good materials can be found at:

- Historica Canada, **Remembrance Day in the Classrooom**
- Veterans Affairs Canada, **Classroom Materials**
- The Canadian War Museum, **Educational Resources**
- Conscience Canada, **Never Again: Peace Education and Remembrance Day**



**Photo of Françoise's grandfather, Charles Raymond Southwell, in WW2**

# Remembrance Day: November 11th

By Bernadette Milton

November 11 is Remembrance Day, a time to honour and remember the veterans and service members who served and sacrificed during wars, conflicts, and peacekeeping missions. It is a day to reflect on the courage, dedication, and sacrifices made to protect peace and freedom.

Many Canadians also reflect on the powerful poem "In Flanders Fields," written by Lieutenant-Colonel John McCrae during the First World War. The poem inspired the poppy, which has become a symbol of remembrance and respect for those who served.

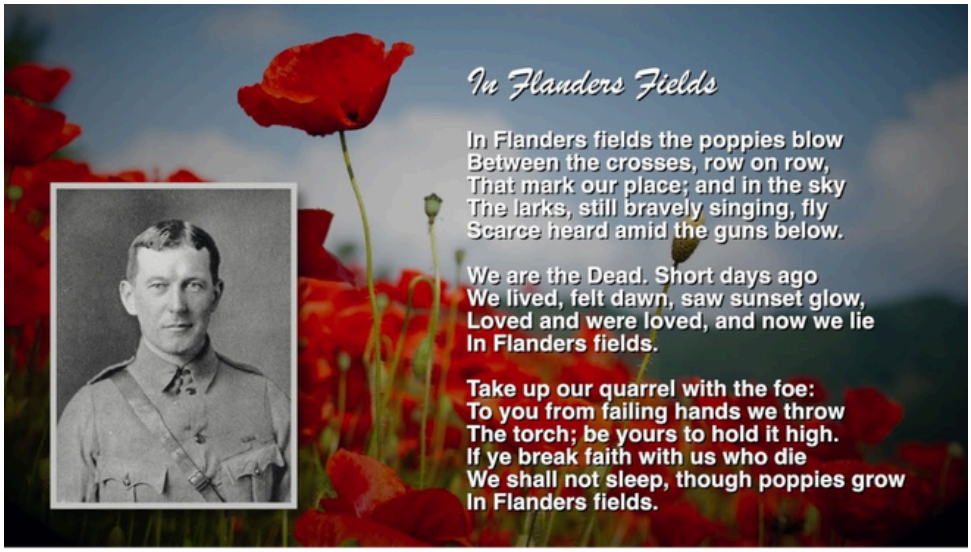
**Ways to Remember:**

- Wear a poppy as a symbol of remembrance.
- Observe two minutes of silence at 11:00 a.m.
- Attend a local Remembrance Day ceremony.
- Learn about the stories and contributions of veterans, including Indigenous, Métis, and Inuit Veterans.
- Share acts of remembrance with family, friends, and colleagues.

*"To live in hearts we leave behind is not to die."* – Thomas Campbell

**Lest We Forget.**

*We remember those who served, those who sacrificed, and those who continue to serve our country today.*




## The Short History of the Poppy

Video

**How to make a poppy**

Poppy Template

**Want to wear a poppy?**

On the Remembrance Day webpage, look for the **PDF symbol in the bottom right-hand corner of the page (Poppy Template)**. Select the PDF icon to print your own poppy and show your support for veterans and those who served.

**Remembrance Day Gatherings in Metro Vancouver**

- **Victory Square Cenotaph**, 200 West Hastings St., Wed, Nov11th, 10:30 – 11:30 am
- **Remembrance Day Ceremony at UBC**, UBC War Memorial Gym, Nov 11th, 10 am – 10:45 am
- **Coquitlam Remembrance Day Parade & Ceremony**, Parade starts at 10:25 am at Como Lake Middle School, 1121 King Albert Ave. and ends with an 11 am ceremony at Blue Mountain Park, 975 King Albert Ave.
- **Branch 61 of The Royal Canadian Legion (Ladner) Annual Remembrance Day Parade and Ceremony**, Parade starts at 10:40 am in front of the Royal Canadian Legion in Ladner Village and ends at the Memorial Park Cenotaph

## Staff Rep Assembly Online Meeting Pilot Update

By Françoise Raunet

Last year, the VEAES Staff Rep Assembly passed a motion requesting that we hold two of the monthly SRA/GM meetings online as a pilot project in the 2026-27 school year. At the EC meeting on October 20th, it was decided that the two pilot online meetings will be the February 2027 and April 2027 meetings. That means that these two meetings will be held online via Zoom instead of in-person at Tupper Secondary. We will provide more information closer to the meeting dates, but for now please mark them on your calendar.

## Attendance Management Letters and Your Rights

By Françoise Raunet

VEAES has received reports that teachers at many schools were sent so-called "Wellness Initiative" letters this week, advising them of the number of absences they have taken over the past 12 months. While the tone of these letters may feel unsettling, we want to reassure members that nothing has changed regarding your right to use your earned sick leave when you are ill or need time to recover.

As always, absences exceeding 10 consecutive days may require medical documentation. It's possible that Employee Services will contact teachers after their 8th day of absence letting them know that a medical note is required after ten days. However, members should never feel intimidated or discouraged from taking legitimate sick leave to care for their health.

Since the Board advised VEAES of its plans to expand its Attendance Management Program last year, we have consistently raised concerns. At a time when teachers are facing increasing workloads and challenges, many members question why resources are being directed toward monitoring attendance rather than addressing the conditions that contribute to employee stress and burnout. Programs intended to support employee wellness should not leave employees feeling surveilled, judged, or unsafe.

Although the letters state that they "do not imply wrongdoing," many members have told us they feel exactly that: judged for accessing a benefit they have earned. This is especially concerning for those managing private medical conditions who may already be navigating difficult circumstances.

### A Reminder of Your Rights

- You have the right to use your sick leave. That is what it is there for.
- You are not required to disclose your diagnosis, prognosis, or treatment to your employer except in very limited circumstances.
- You should never disclose personal medical information to a school administrator, except where necessary for workplace safety or emergency medical response (for example, severe allergies).

### If You Are Called to a Meeting

Members who receive these letters may be invited to meet with their administrator to discuss supports available through the Board's Attendance Management Program. While the VSB has stated that these meetings are intended to be supportive rather than disciplinary, we recognize that many members may not experience them that way.

VEAES policy is that members invited to Attendance Management meetings should bring a Staff Rep.

The role of the Staff Rep is to take notes and ensure members' rights are respected. VEAES alsoadvises members not to discuss their medical circumstances during these meetings.

If your administrator provides information about EFAP or other support services, you may simply accept the materials. You are under no obligation to discuss your medical condition, treatment, or personal health circumstances.

**VEAES Continues to Advocate for Members**

VEAES shares members' concerns about how this program is being administered. We continue to question the use of arbitrary attendance thresholds, the reliance on statistical tools such as the Bradford Score to identify employees for follow-up, and the collection, sharing, and storage of confidential health-related information.

We will continue to monitor this program closely and push back wherever members' rights, privacy, or dignity are at risk. To help us keep track, please feel free to forward a copy of your letter to the VEAES office if you received one. **There has been no change to your entitlement to sick leave, your privacy rights, or your protection from discrimination on the basis of disability or illness.**

## What Time Is it? Daylight Saving Time???

By Bernadette Milton



The practice of "springing forward" by one hour in March began in the early 1900s as a way to make better use of longer summer daylight hours. Clocks would then "fall back" by one hour in November, returning to standard time. Now, after over a hundred years, residents of BC will not be doing that anymore.

Canada is not entirely eliminating Daylight Saving Time. As of November 1, 2026, some provinces and territories will no longer change their clocks, while others will continue to "fall back" in November and "spring forward" in March.

British Columbia now remains on a permanent time year-round and does not change clocks in November.

As daylight hours decrease and evenings become darker earlier, remember to:

🌙 Be aware that it gets dark earlier in the day.
🚶 Exercise caution when walking, especially during early mornings and evenings.
🚴 Use lights and reflective gear when biking or walking.
🚗 Stay alert when driving, particularly during rush hour and in poor visibility.
💡 Wear bright or reflective clothing to help others see you.
😴 Maintain healthy sleep habits as your body adjusts to the time change.

Taking a few simple precautions can help keep you safe and healthy during the darker months. Stay visible, stay alert, and take care!

Reminder: When planning meetings with people in other provinces or states, always double-check the time difference, especially during seasonal time changes.

- Vancouver will be either 2 or 3 hours behind Toronto, depending on the season
- During some parts of the year, the time difference is 3 hours.
- During others, the difference is 2 hours because some regions no longer change their clocks.

## Understanding Your Collective Agreement: Article G.20 SICK LEAVE

By Françoise Raunet

This article of the **VTF/VSB Collective Agreement** outlines how sick leave is accumulated and used by employees when they need to take time off work due to illness. It contains the following key points:

- Sick leave is earned at a rate of 1.5 days/month, for a total of 15 days per year
- There is no maximum to the number of days of sick leave that may be accumulated
- If an employee resigns and is re-hired as an employee with the Board, they shall immediately be credited with the balance of sick leave remaining when they resigned, unless they have already ported it to another district
- 60 days of sick leave may be ported from one district to another when employees change employers (within BC)
- If you are absent due to illness or quarantine, you will be charged against your accumulated sick leave—one day absent = one banked day used
- If you don't have enough banked sick days to cover your absences due to illness, you may be asked to pay the Board back from the sick leave you receive at the start of the next school year; if you still don't have enough days, they may make payroll deductions to recover any unearned sick leave that you were paid for.
- You should receive an annual statement of sick leave balance prior to Sep 30 of each year. You can also see your remaining sick leave by logging in to your VSB PeopleSoft account.
- Although the Collective Agreement doesn't specifically mention medical appointments in this section, it is VEAES' position that seeing a medical professional counts "for reasons of illness". Taking time off for an appointment with a medical professional would therefore be an appropriate use of a banked sick day.

Members should know that, if they are on medical leave and run out of banked sick days, they are eligible to apply for **SIP (Salary Indemnity Plan)** through the BCTF. This is something that all BCTF members in a regular full-or part-time assignment contribute to every pay cheque, and the plan provides short- and long-term benefits to members who cannot work as a result of illness or accident. Unfortunately, the agreement between the BCTF and BCPSEA does not allow TTOCs to participate in SIP, only those teachers who are in contracts.

## TTOC Experience Transfer

By IHTOs

If you work as a Teacher Teaching on Call (TTOC), you accumulate experience credit as a TTOC. If you also hold a temporary or continuing contract position, you will accumulate experience credit separately for your contract position.

You may transfer your TTOC experience credit to your contract experience record up to twice each year. To do so, you must submit your request by:

- **June 30** for the transfer to take effect on **August 31**, or
- **November 15** for the transfer to take effect on **December 31**.

Understanding when to transfer your TTOC experience credit, and when it may be advantageous to leave it as TTOC experience, can have important implications for salary progression. To learn more about the transfer process and the factors to consider when making this decision, please contact the VEAES office.

# BC Teachers' Council Vacancy

By BCTF

There will be a vacancy on the BC Teachers' Council (BCTC), effective April 2027 for a three-year term (2027-30), for one appointed BCTF member.

**General information**
Under Section 9 (3) of the Teachers Act, the term of the appointment will be for three years. Nominations by the BCTF must be made in accordance with the BCTC Teachers' Council regulations, which require that the BCTF be invited to nominate at least three eligible candidates. Further information can be found in the Teachers Act at: **bclaws.gov.bc.ca/civix/document/id/complete/statreg/11019_01.** The Minister of Education and Child Care will select one of the three BCTF nominees to be appointed to the BCTC.

The council is composed of 18 members:

- Four members are appointed by the Minister based on the nominations from the BCTF.
- Five members are elected by certificate holders in zones.
- Seven members are appointed by the Minister from other education partner groups' nominations, including one person with knowledge of independent schools.
- One member is appointed by the First Nations Education Authority.
- One non-voting member is appointed to represent the Minister.

Under the Teachers' Act, the British Columbia Teachers' Council is responsible for:

- setting standards for applicants and educators in BC, including education, competence, and professional conduct requirements.
- setting standards for post-secondary teacher education programs.
- reviewing and approving post-secondary teacher education programs.

**Selection criteria**
Each applicant must:

- be a certificate holder.
- be a BCTF member.
- reside in BC.
- provide in writing their consent to be nominated and willingness to serve on the BCTC.

The council member will be required to take and sign an oath of office.

**Deadline for application: Monday, December 7, 2026, 5:00 p.m.**

**To apply**
Complete the appropriate CV form **here**.
Email your application to applications@bctf.ca

**Direct enquiries to:** Daniel Shiu, BC Teachers' Federation, at dshiu@bctf.ca
or 604-871-1821 or 1-800-663-9163, local 1821

## Teacher Collaborative Inquiry Pro D Funds

By Sarah Adams

Looking for a way to learn alongside colleagues while exploring a question connected to your teaching practice?

The Teacher Collaborative Inquiry Fund supports groups of teachers who want to engage in professional learning together. Collaborative inquiry involves educators working with colleagues to deepen their understanding of teaching, explore effective instructional practices, and reflect on professional growth through a shared inquiry question.

Funding is available for:

- Up to $200 per group member for teacher professional learning resources (e.g., professional books, webinars, courses, or other educator-focused materials)
- A maximum of $25 per person for meeting-related expenses such as food, parking, or childcare

When applying, groups will be asked to identify:

- An inquiry question
- The rationale for the inquiry
- Targeted grade levels and subject areas
- Professional resources to be used
- Any technology being explored
- Intended professional learning outcomes

Please note that funds are intended for teacher professional development only and cannot be used for student supplies, classroom materials, picture books, manipulatives, equipment, or technology for student use.

**How to Apply**: Applications are submitted through the **VSB Pro D Portal**.

For additional information, please contact your school Pro D representative or email sarah@veaes.ca.

## Workshop Opportunity: Fighting Antisemitism with a Critical Lens

By IHTOs



On Thursday, December 10th at 4:30 PM, Independent Jewish Voices will be offering a workshop on combating antisemitism and preventing discrimination at the VEAES office. Independent Jewish Voices is a social justice organization of Canadian Jews who fight for peace and justice in Israel-Palestine, and organize against all forms of antisemitism, Islamophobia, racism and oppression.

**Click here to register** for the workshop.

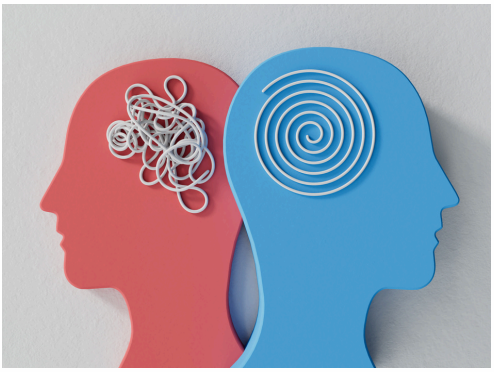
## IOUE Local 963 Update

By Françoise Raunet

VEAES received notice on Tuesday that our colleagues in IOUE Local 963 have signed a Memorandum of Agreement with the VSB. Their members will now vote this weekend to ratify the agreement. We will let VEAES members know the results once we have them. Thank you for your support and understanding as our IOUE 963 colleagues and their bargaining team worked toward an agreement with the VSB. There is power in collective action when workers band together!

## BCTF Well Teacher Groups

Excerpt from BCTF



**Supporting Educator Well-Being**

Being a teacher today is not easy. The many demands educators face both inside and outside the classroom can make it challenging to maintain their physical and mental well-being. Managing complex classroom dynamics, meeting professional responsibilities, and supporting family and friends often leaves little time for self-care.

Taking care of your mental health is just as important as supporting the success of your students. When educators prioritize their well-being, they are better equipped to manage

*"You can't pour from an empty cup. Take care of yourself first."*

**Attend a Well Teacher Group - A Free Facilitator Led Wellness Group Designed Just for Teachers**

Register on the bottom of the page, the times and date for session are listed.

- Learn positive ways to reduce stress and build resilience.
- Practice exercises to use when feeling overwhelmed, such as deep breathing and mindfulness.
- Explore tools and strategies to recognize and manage burnout.
- Develop healthy habits that support overall mental well-being. 💙

## BCTF Virtual Pension Seminars 2026-2027

**bctf.ca/topics/services-information/events-and-meetings/virtual-pension-seminars**

These virtual seminars are intended to help members learn about how their pension plan works, factors to consider when planning for retirement, and their pension options.

Topics will include:

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

After registering, you will receive an automatic confirmation email with the Zoom link and details.

## Flu Season Reminder 🍂❄️

Flu season is upon us! Help protect yourself and others by taking simple steps to stay healthy:

- 🧥 Dress warmly and wear cozy jackets when outdoors.
- 🧼 Wash your hands regularly with soap and water.
- 🤧 Cover coughs and sneezes with a tissue or your elbow.
- 😴 Get plenty of rest and stay hydrated.
- 🏠 Stay home when feeling unwell to help prevent the spread of illness.

A few healthy habits can go a long way in keeping our school communities safe and well this season. Stay warm, stay healthy, and take care! 💙🍁

# GenNEXT Leadership Lab is now open for applications

By BCTF



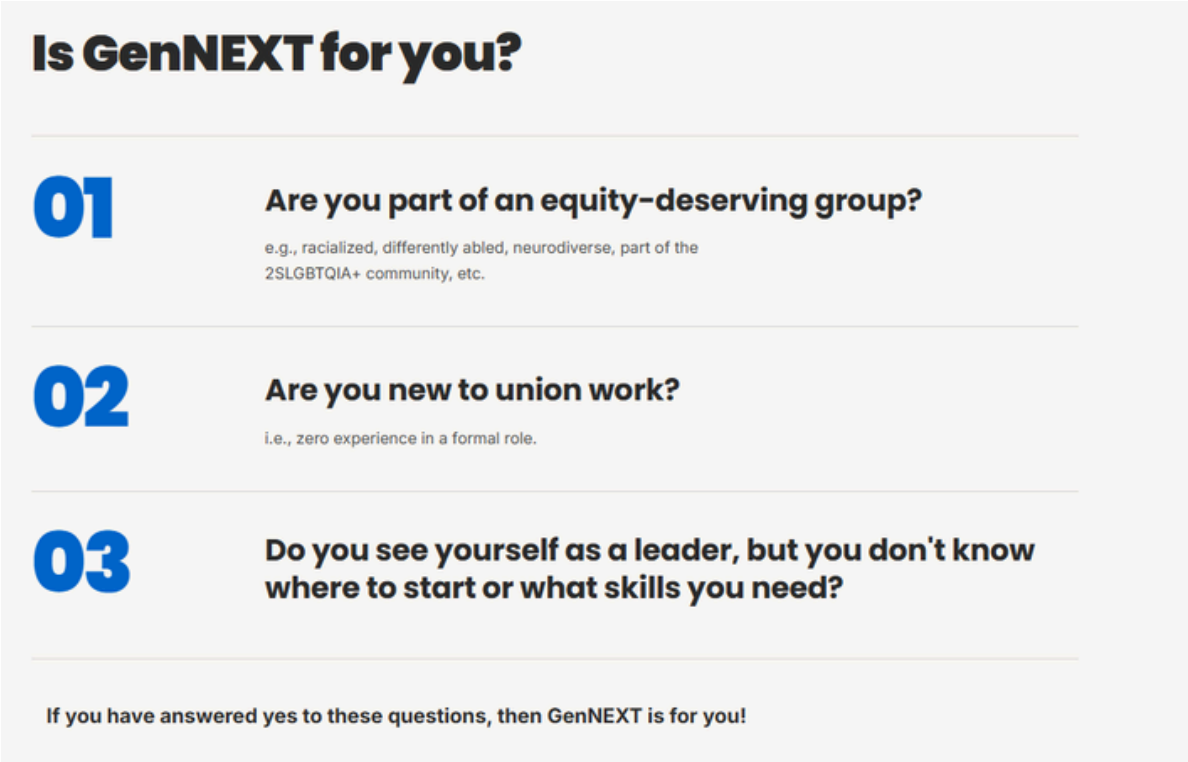

We are pleased to share that GenNEXT Leadership Lab is now open for applications.

This program is currently open to equity-deserving members who have not previously been involved with their union and are looking to develop their leadership and union skills.

We appreciate you sharing this opportunity with your membership. Please check out the BCTF website for more information here .

Please feel free to use/edit, as appropriate, the wording below in your member communication:

The BCTF is piloting Generation Next Leadership Lab: a leadership development program empowering members of equity-deserving groups to advance into school, local, and Federation leadership roles through structured cohort learning. The pilot program will have up to 12 spots for members with no previous union experience. Please see here for further information and application details.



# 2026-27

veaes.ca


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# IMPORTANT DATES

**November 8**
National Aboriginal Veterans Day

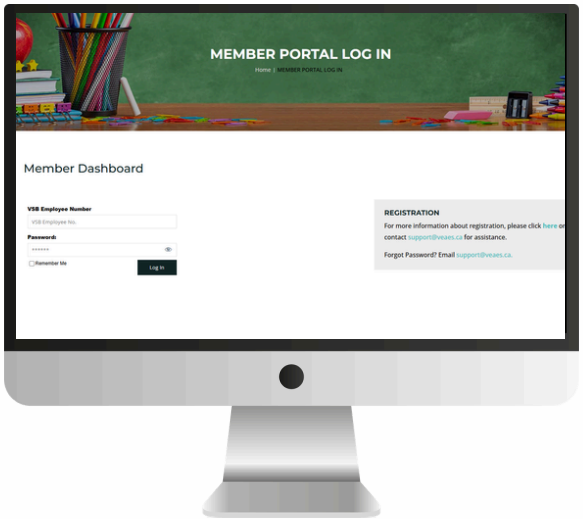


**November 10 | 4:00 pm**
School Union Rep Meeting at Tupper Secondary



**November 11**
Remembrance Day

# VEAES MEMBER PORTAL




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/ ć·iθəmə cən**