

K-12 Restart Update

September 2020

Continuous Advocacy

Teacher feedback in June

- ▶ Workload
- ▶ Health and Safety
- ▶ Communications
- ▶ Inservice and Support

Provincial Committees

- ▶ Steering Committee
- ▶ Working Groups
- ▶ President's Meeting
- ▶ Direct government advocacy
- ▶ Social and Earned Media

Shifting Context

- ▶ MoE decision re: full return
- ▶ MoE decision re: provision of remote learning option
- ▶ Federal COVID funding
- ▶ Unique provincial decisions / downloading of decision-making to districts
- ▶ Unique provincial legislative framework
- ▶ Upcoming election
- ▶ Other Stakeholders
- ▶ Media Coverage



District (Vancouver) H&S Plans

Ministry of Education K-12
Restart and H&S Plans

Provincial Health Office
Decisions

Worksafe / Employment
Standards / Human Rights

BCTF Positions

- ▶ Federal Funding needs to be allocated to the hiring of additional staff to reduce student density
 - ▶ Teachers should not be required to teach both in-class and remote programs
 - ▶ Full curriculum including elective courses be made available
 - ▶ Inservice to be provided by districts supporting any changes to instructional model
 - ▶ Provision of additional funding for supplies, manipulatives, resources
 - ▶ No redeployment of non-enrolling teachers
- ▶ Employer provision of PPE for all members, members have a right to wear
 - ▶ Installation of physical barriers when physical distancing is not possible or practicable
 - ▶ District requirement for a contingency plan if H&S requirements not met by school/district

- ▶ Transparency on confirmed cases and contact tracing
- ▶ TTOC access to sick leave outside of contracts
- ▶ Suspension of Attendance Management Programs
- ▶ HVAC and ventilation systems need to meet or exceed COVID 19 requirements
- ▶ That government provide a special COVID-19 leave to promote additional sick leave for members who run out and are required to self-isolate or quarantine
- ▶ PHO and Worksafe inspections of worksites be completed
- ▶ Collective Agreement is in force unless explicitly modified
- ▶ Ongoing funding for Adult Education
- ▶ Concerns with August Parent Survey
- ▶ P/VP responsibility to communicate with parents

Action Plan - August BCTF Rep Assembly

- ▶ Consultation with locals and BCTF membership, raise the profile of emergent issues.
- ▶ Education for members on H&S rights and responsibilities including refusal of unsafe work - online webinars for COVID-19 related topics and workers' rights
- ▶ Direct advocacy with the Premier, Minister of Education, and Deputy Minister
- ▶ Media and Social Media campaign
- ▶ Support locals and members with resources and materials for advocacy with Trustees and MLAs, DPAC and school PACs, media, labour councils, other stakeholders
- ▶ Support for locals to file grievances including legal advice on statutory rights
- ▶ Further Special BCTF decision-making meetings to be called, as needed
- ▶ Weekly livestream/townhall sessions for members to receive provincial updates.
- ▶ Co-ordinate with the BC Federation of Labour and the Canadian Teachers' Federation

Labour Relations Board

Ontario Teachers filed previously - questions from BC teachers

Different structure and legislative framework - narrow focus

BCTF proceeding with Section 88 complaint to the Labour Relations Board, locals can file own complaints

Mechanism to seek support from the Labour Relations Board - delay in settling differences arising during the term of a collective agreement or source of industrial unrest

Inconsistent and inadequate implementation of government K-12 Restart Plan

H&S measures that do not meet the protections outlined in the mandated plan

Lack of full understanding of operational management

Inadequate “layers of protection”

Response within 30 days - quicker process

VESTA's positions

- ▶ Remote and in-class programs need to be taught by different teachers
- ▶ Federal funding needs to be applied to additional staffing for remote learning
- ▶ Workload needs to be equitably distributed
- ▶ Medical Accommodations need to be provided to work from home where appropriate, and that teachers with medical accommodations can do this work
- ▶ Staff Meetings can be held virtually
- ▶ TTOCs should be provided for all medical accommodations or teachers working remotely
- ▶ Cleaning is to be done by IUOE staff after school and high touch areas again during the day
- ▶ TTOCs are entitled to paid Health and Safety orientation
- ▶ Joint Occupational Health and Safety Committee manages the H&S plan

VESTA's positions

- ▶ Clarity regarding expectations around assessment and evaluation is necessary and should be provided as early as possible
- ▶ Students who opt for remote learning are entitled to a full educational program, need to be supported by dedicated teachers
- ▶ Workload and classroom density continue to be a problem

Teachers Teaching on Call

- ▶ Update your TTOC Health & Safety orientation info through JOHS
- ▶ Ensure TTOCs are provided with PPE and time for orientation
- ▶ Reach out for support and connection

Itinerant and District Teachers

- ▶ Consider available and alternate work spaces
- ▶ Ensure inclusive communications through school email lists
- ▶ Work with itinerant staff to reduce cross cohort exposure

Reminders about local process

- ▶ Role of Union is to advocate for members on process - VESTA does not approve or deny:
 - ▶ Medical accommodations
 - ▶ School health and safety plans
 - ▶ School organization or assignments
- ▶ Some reorganization may be required to reduce teacher and student contacts or to support remote learning
- ▶ You have a right to duty free breaks
- ▶ All members have the right to wear / use PPE

Option 4 - Transitional

- ▶ Ministry mandated a remote option in late August - Option 4 is VSB response
- ▶ Temporarily reduces some classroom density
- ▶ Perception is that uptake is not consistent across district or grade - please confirm in survey

- ▶ Option 4 is not a remote learning model - teachers only expected to provide check in with students
- ▶ No requirement CT does check in
- ▶ Teachers should use professional autonomy
- ▶ No requirement to livestream lessons
- ▶ Ends in December

Staffing

- ▶ Ministry guaranteed student connection to schools would continue
- ▶ Ministry guaranteed no clawback of funding attached to students in remote
- ▶ VESTA advocated no surplussing or reassignment of non-enrolling teachers
- ▶ VESTA advocated for the provision of work for TTOCs

As a result, in Vancouver, staffing remained in schools.

Staffing reflects funding and instruction for both in-class and remote learners

Remote option reduces density (inconsistently!)

Remote option increases workload

Staffing

Problems with process:

- ▶ lack of clear district direction
- ▶ Trustees and stakeholder input limited
- ▶ Implementation of Option 4 downloaded on to schools then teachers
- ▶ Functioning Staff Committee is your best tool

Staffing

Confirmation this afternoon:

- ▶ 27 FTE being added to schools
- ▶ All schools will receive at least .2 FTE additional staffing
- ▶ Work for TTOCs until end of December
- ▶ TTOCs will be booked for make up prep

- ▶ Due to member and union push back on joint issues of workload and density
- ▶ Not going to solve all problems
- ▶ School application will depend on model for Option 4 service provision
- ▶ Use your Staff Committee to ensure goals
 - ▶ Equalizing workload
 - ▶ Supporting Option 4 students
 - ▶ Minimizing classroom density

It's a start - not enough

- ▶ Classroom Density still an ongoing issue
- ▶ As students return, workload will stabilize, still need clear directives about assessment and reporting
- ▶ Health and Safety issues outstanding

Your ongoing participation will make a difference!

Reporting Procedures to be followed

Confirmed cases will be subject to contact tracing and PHO will contact individuals to determine risk and notify as needed

Any unconfirmed cases P/VP will take to district / health authority

Teachers should be careful of negative impacts of unsubstantiated information and contact school administrator if a factor in school community

Any parent questions or reports of COVID related information should be directed immediately to the P/VP

Additional measures may be determined by the Health Authority

Current public dispute between health authorities on public database

Reporting Protocols

“COVID-19 Protocols for School and District Administrators: Management of Illness and Confirmed Cases” Sept 11 document

- ▶ School admin in conjunction with District and Health Authority manage information
- ▶ Protection of Privacy
- ▶ Right to know about risks in your workplace
- ▶ Decisions about disclosure and contact tracing lie 100% with Public Health Office
- ▶ Confirmed / Not Confirmed is the only real metric
- ▶ Only those deemed to be a close contact will be notified
- ▶ In some cases, general notices issued

How do we Resolve Issues

- ▶ Provincial Committees continue to advocate with government
- ▶ Weekly VESTA meetings with Associate Superintendents
- ▶ Contractual Labour Management Meetings
- ▶ VSB district standing committee meetings
- ▶ Joint Occupational Health and Safety Committee
- ▶ The Grievance process
- ▶ Advocacy

Workers Basic Health and Safety Rights

The Right to Know

- ▶ What physical and mental hazards exist
- ▶ Including violence

The Right to Participate

- ▶ In workplace Joint Occupational Health and Safety Committees
- ▶ Report hazard and injuries

The Right to Refuse

- ▶ Work that is hazardous to you or another person

The Right to No Discrimination

- ▶ Free from reprisal for refusing unsafe work or contacting Worksafe

Site Based JOHS Committees

- ▶ Must meet on a regular basis
- ▶ Promote and communicate worker health and safety
- ▶ Make recommendations to improve H&S
- ▶ Compliance with the JOHS regulations
- ▶ Identify unhealthy situations and advise response
- ▶ Expeditiously deal with complaints on H&S
- ▶ Ensure inspections, investigations occur as required

- ▶ At least 4 members
- ▶ Worker and employer reps
- ▶ At least half are worker representatives
- ▶ Co-chairs elected by employer and worker each

*District Health & Safety Meetings also held monthly

Refusal of Unsafe Work

Report the Unsafe Condition or Procedure

Employer must investigate and fix the situation

Employer must report back to worker

Worker still views work as unsafe

Investigation undertaken in presence of worker and JOHS committee

Worker still views work as unsafe

Worker and Employer contact WorkSafeBC

Worksafe Prevention Officer investigates and finds solution

Worksafe Officer issues report

Protect Yourself

- ▶ Wellness and Workload
- ▶ Supervision of students
- ▶ Duty of Fidelity
- ▶ Ask for Direction in Writing
- ▶ Work Now, Grieve Later
- ▶ Find your comfort level with PPE - it's your right

Medical Accommodations

- ▶ All employers have a Duty To Accommodate members who have medical conditions up to the point of undue hardship.
- ▶ Accommodations are diverse
- ▶ Driven by recommendations from Member's Doctor - VSB can request additional information
- ▶ In COVID times, same process applies
- ▶ In April / May / June, remote work available -> some members accommodated
- ▶ Unclear in September the extent of remote work for teachers -> unclear whether accommodations will be granted for remote work
- ▶ Email leaves@vsb.bc.ca
- ▶ VESTA continuing to advocate
- ▶ Copy Allison@vesta.ca on your request for accommodation

Supports for Teachers

- ▶ BCTF upcoming livestream and Town Hall meetings
- ▶ VESTA General Meeting and Staff Rep Assembly September 22
- ▶ BCTF Health and Wellness Program
- ▶ Starling Minds Online Cognitive Behavioural Therapy Program
- ▶ VSB Employee and Family Assistance Program
- ▶ BCTF Short Term Indemnity and Long Term Disability Plans
- ▶ School based Joint Occupational Health and Safety Committee
- ▶ School Union Rep Team