

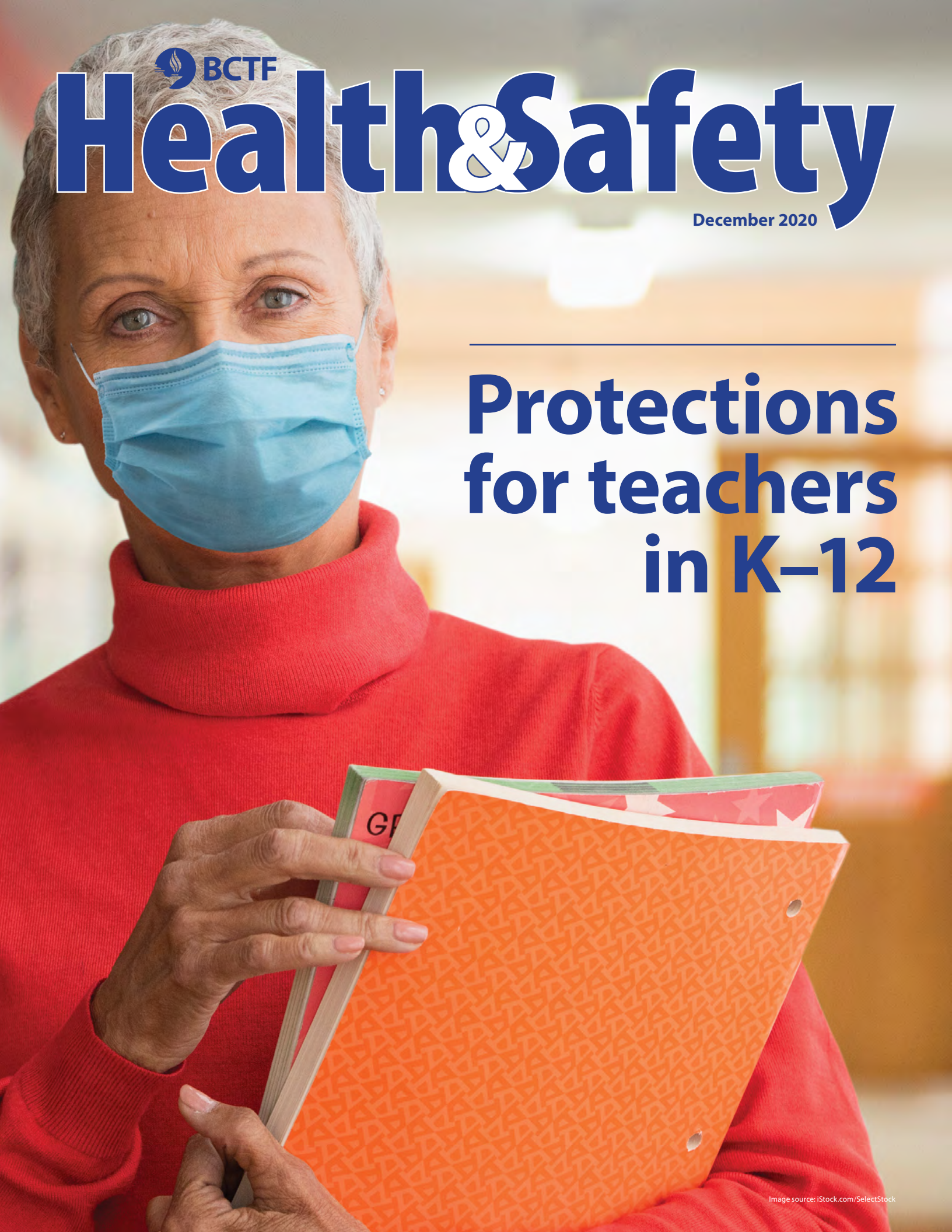


# Health & Safety

December 2020

---

## Protections for teachers in K-12





# Table of contents

<b>WorkSafeBC Prevention Hotline</b> .....	<b>2</b>
<b>K-12 Covid 19 health and safety guidelines</b> .....	<b>2</b>
<b>Barriers</b> .....	<b>2</b>
<b>Cleaning and disinfecting</b> .....	<b>3</b>
<b>Communication and Training/Orientation</b> .....	<b>3</b>
<b>Learning Groups and Physical Distancing</b> .....	<b>4</b>
<b>Masks</b> .....	<b>4</b>
<b>School Gathering and Events</b> .....	<b>5</b>
<b>Ventilation and circulation</b> .....	<b>6</b>
<b>Visitor access</b> .....	<b>6</b>
<b>The Duty to Accommodate (General Overview)</b> .....	<b>7</b>
<b>Union’s duties</b> .....	<b>7</b>
<b>Local Collective Agreement Health and Safety Language</b> .....	<b>8</b>

## WorkSafeBC Prevention Hotline

Any member can contact WorkSafeBC Prevention Hotline to report health and safety concerns at their workplace. The Prevention Information Line can be reached in the Lower Mainland at 604-276-3100 or toll-free at 1-888-621 SAFE. The line is available 24 hours a day, seven days a week, and prevention officers are directly available Monday to Friday from 8:05 a.m. to 4:30 p.m.

However, the WorkSafeBC prevention officer will ask the member if they have followed their workplace health and safety processes. This means that the member should have informed their principal and the health and safety rep about the concern. If the member has not done so, then the member will be referred back to their local process by WorkSafeBC.

## K–12 Covid 19 health and safety guidelines

[www2.gov.bc.ca/assets/gov/education/administration/kindergarten-to-grade-12/safe-caring-orderly/k-12-covid-19-health-safety-guidelines.pdf](http://www2.gov.bc.ca/assets/gov/education/administration/kindergarten-to-grade-12/safe-caring-orderly/k-12-covid-19-health-safety-guidelines.pdf)

## Barriers

WorkSafeBC recommends that employers consider installing barriers made of transparent material in places where physical distance cannot be regularly maintained, and a person is interacting with numerous individuals outside of a learning group. This may include a front reception desk where visitors check in, a library check out desk, or where food is distributed in a cafeteria.

Where a local believes that barriers would be of assistance, they can raise the issue with the employer, either through the local site based health and safety committee or else through regular union-management meetings.

[www.worksafebc.com/en/resources/health-safety/information-sheets/covid-19-health-safety-designing-effective-barriers?lang=en](http://www.worksafebc.com/en/resources/health-safety/information-sheets/covid-19-health-safety-designing-effective-barriers?lang=en)

## Local Context

## Cleaning and disinfecting

The following frequency guidelines must be adhered to when cleaning and disinfecting:

- General cleaning and disinfecting of the premises at least **once in a 24-hour period**. This includes items that only a single student uses, like an individual desk.
- Cleaning and disinfecting of frequently touched surfaces at least **twice in 24 hours, including at least once during regular school hours**.
- Clean and disinfect any surface that is visibly dirty.
- Empty garbage containers daily.

### Local Context

## Communication and Training/Orientation

School districts and schools must clearly and consistently communicate guidelines from the Provincial Health Officer (PHO) and other resources available for information on COVID-19 as needed. They must also ensure communication of infection prevention and exposure control measures is relayed in multiple formats for ease of understanding.

Finally, school districts and schools should consider providing early and ongoing health and safety orientation for staff, parents/caregivers and students to ensure employees, families and the school community are well informed of their responsibilities and resources available.

### Local Context



## Learning Groups and Physical Distancing

Reducing the number of close, in-person interactions an individual has in a day continues to be a key component of B.C.'s strategy to prevent the spread of COVID-19. This can be accomplished in K-12 school settings through two different but complementary approaches: learning groups (cohorts) and physical distancing. A learning group is a group of students and staff who remain together throughout a school term (e.g. a school quarter, semester or year) and who primarily interact with each other. A learning group could be made up of a single class of students with their teacher, multiple classes that sometimes join for additional learning activities, or a group of secondary school students with the same courses.

In Stages 3 and 4, staff, as well as middle and secondary school students, will have to maintain physical distancing (2m) at all times (even if they are part of the same learning group). Physical distancing (2m) for elementary students when interacting outside of their learning groups while indoors.

If a member has concerns about physical distancing protocols not being followed, they must inform their principal. They should also report to their health and safety rep. The health and safety rep will inform both the site-based health and safety committee and their local union president.

### Local Context

## Masks

Students in Middle and Secondary school are required to wear non-medical masks in high traffic areas such as buses and in common areas such as hallways, or anytime outside of their learning group whenever physical distancing cannot be maintained. Exceptions will be made for students who cannot wear masks for medical and/or disability-related reasons. For these exceptions, schools/districts should implement other environmental and administrative measures to ensure student and staff safety.

Staff are required to wear a non-medical mask, a face covering or a face shield (in which case a non-medical mask should be worn in addition to the face shield) in high traffic areas such as buses and in common areas such as hallways, or anytime outside of their learning group whenever physical distancing cannot be maintained (e.g., itinerant teachers/specialists/educational assistants interacting with multiple learning groups). Exceptions will be made for staff who cannot wear masks for medical and/or disability-related reasons. Any staff who cannot wear masks for medical and/or disability-related reasons but does not receive an exception should contact their health and safety rep. The health and safety rep will inform both the site-based health and safety committee and their local union president.

## Local Context

## School Gathering and Events

School gatherings should be kept to a minimum and where possible schools should seek virtual alternatives for larger gatherings and assemblies to continue to support these events in a different format. When it is necessary to gather in larger groups: school gatherings should occur within a learning group. Gatherings should not exceed the maximum learning group size in the setting (which includes students and staff who are part of the learning group), plus the minimum number of additional people required (e.g. additional school staff, visitors, etc.) to meet the gathering's purpose and intended outcome, additional people should be minimized as much as is practical to do so, and they must maintain physical distance

Staff meetings involving staff from different learning groups should preferably occur through virtual means. Where a virtual alternative is not possible, staff meetings can happen in person if participants maintain physical distance. In-person inter-school events (including competitions, tournaments and festivals) should not occur at this time. This will be re-evaluated throughout the school year.

## Ventilation and circulation

School districts are required to ensure that heating, ventilation and air conditioning (HVAC) systems are designed, operated, and maintained as per standards and specifications for ongoing comfort for workers (Part 4 of the OHS regulation).

[www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-regulation/part-04-general-conditions#SectionNumber:4.70](http://www.worksafebc.com/en/law-policy/occupational-health-safety/searchable-ohs-regulation/ohs-regulation/part-04-general-conditions#SectionNumber:4.70)

School districts and independent school authorities should regularly maintain HVAC systems for proper operation and ensure that: schools with recycled/recirculated air systems upgrade their current filters to a minimum MERV 13 filter or higher if possible; and schools with fresh air intake systems increase their average air exchanges.

[www.ashrae.org/file%20library/technical%20resources/covid-19/ashrae-reopening-schools-and-universities-c19-guidance.pdf](http://www.ashrae.org/file%20library/technical%20resources/covid-19/ashrae-reopening-schools-and-universities-c19-guidance.pdf)

[rpeng.ca/School-ReOpenGuidelineSummaryMay2020.pdf](http://rpeng.ca/School-ReOpenGuidelineSummaryMay2020.pdf)

### Local Context

## Visitor access

Visitors during school hours should be prioritized to those supporting activities that benefit student learning and well-being. Schools must ensure that visitors are aware of health and safety protocols and requirements prior to entering the school whenever physical distancing cannot be maintained. Schools are responsible for ensuring that all visitors confirm they have completed the requirements of a daily health check before entering. Schools should keep a list of the date, names and contact information for any visitors who entered the school.

### Local Context



## The Duty to Accommodate (General Overview)

As part of its duty not to discriminate against an employee on the basis of a protected ground, such as physical or mental disability or family status, an employer must make efforts to accommodate an employee's disability. Accommodation is a tripartite process and requires the cooperation of the member, union and employer. The employer has a duty to accommodate employees' functional limitations, provided that the accommodation required does not cause the employer undue hardship.

### Union's duties

If the employee has a disability, the union should ask for the employee's consent to raise this issue with the employer. The employee needs to be made aware that once the disability issue is raised, the union may need to establish the disability through medical evidence and the employee will need to cooperate in providing medical information within the boundaries discussed above.

The union's role in the accommodation process includes the union's cooperation in facilitating the accommodation itself. This can include providing its approval for variations from the collective agreement when the need for accommodation has been established and doing so will not create a "significant interference" with the rights of other employees. As the Supreme Court of Canada has explained, "Any significant interference with the rights of others will ordinarily justify the union in refusing to consent to a measure which would have this effect". However, the union must be wary of becoming a co-discriminator and must be prepared to accept that the most sensible accommodation may be one which requires a change or exception to the parties' collective agreement and ordinary procedures.

It is helpful for the union to establish the roles of the union and the member early in the accommodation process and to explain this in clear terms to the member. Providing an explanation in writing, including an explanation of what the grievor is expected to do and the consequences of not cooperating in the accommodation process, can avert difficulties at the outset of the process.

### Local Context

## Local Collective Agreement Health and Safety Language

Local Collective Agreements contain health and safety language. Click on the link below to access your collective agreement language. These are large PDF documents. The most efficient way to find your local language is to search 'health' to find the appropriate clause. Note that some locals do not have their collective agreement publicly posted. In these cases, the link to the BCTF portal has been posted. To access your collective agreement on the portal, sign into the portal and then click on the link. Also note that in many cases the newest collective agreement is still undergoing melding, so most of these links will take you to the 2013-2019 collective agreement language.

Local	Website where local collective agreement can be found
1 Fernie	<a href="http://0901.nccdn.net/4_2/000/000/048/0a6/Collective-Agreement-2013-2019.pdf">0901.nccdn.net/4_2/000/000/048/0a6/Collective-Agreement-2013-2019.pdf</a>
2 Cranbrook	<a href="#">pdf</a>
3 Kimberley	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
4 Windermere	
18 Golden	
7 Nelson	<a href="http://crestonvalleyteachers.weebly.com/collective-agreement.html">crestonvalleyteachers.weebly.com/collective-agreement.html</a>
86-1 Creston	
86-2 Kootenay Lake	
10 Arrow Lakes	<a href="http://arrowlakesteachers.files.wordpress.com/2018/11/alta-ca-2013-2019.pdf">arrowlakesteachers.files.wordpress.com/2018/11/alta-ca-2013-2019.pdf</a>
19 Revelstoke	<a href="http://revelstoketeachers.ca/wp-content/uploads/2016/09/19-LSB-2013-2019-Working-Document-FINAL-Nov-14-2016.pdf">revelstoketeachers.ca/wp-content/uploads/2016/09/19-LSB-2013-2019-Working-Document-FINAL-Nov-14-2016.pdf</a>
20 Kootenay Columbia	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
22 Vernon	<a href="http://vernonta.com/wordpress/wp-content/uploads/2020/08/CANovember2016.pdf">vernonta.com/wordpress/wp-content/uploads/2020/08/CANovember2016.pdf</a>
23 Central Okanagan	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
27 Cariboo-Chilcotin	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>

Local	Website where local collective agreement can be found
<b>28 Quesnel</b>	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
<b>33 Chilliwack</b>	<a href="http://chilliwackteachers.com/wp-content/uploads/2016/09/New-Collective-Agreement.pdf">chilliwackteachers.com/wp-content/uploads/2016/09/New-Collective-Agreement.pdf</a>
<b>34 Abbotsford</b>	<a href="http://www.abbotsfordteachers.ca/2013-2019-local-collective-agreement.html">www.abbotsfordteachers.ca/2013-2019-local-collective-agreement.html</a>
<b>35 Langley</b>	<a href="http://langleyteachers.com/wp-content/uploads/2020/06/2013-2019-CA-1.pdf">langleyteachers.com/wp-content/uploads/2020/06/2013-2019-CA-1.pdf</a>
<b>36 Surrey</b>	<a href="http://www.surreyteachers.org/wp-content/uploads/2018/07/CollectiveAgreement.pdf">www.surreyteachers.org/wp-content/uploads/2018/07/CollectiveAgreement.pdf</a>
<b>37 Delta</b>	<a href="http://www.deltateachers.org/wp-content/uploads/2020/05/CA_2013-2019_Delta.pdf">www.deltateachers.org/wp-content/uploads/2020/05/CA_2013-2019_Delta.pdf</a>
<b>38 Richmond</b>	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
<b>39-1 Vancouver Elementary</b> <b>39-2 Vancouver Secondary</b>	<a href="http://vsta.ca/wp-content/uploads/2016/02/2013-2019-Final.pdf">vsta.ca/wp-content/uploads/2016/02/2013-2019-Final.pdf</a>
<b>40 New Westminister</b>	<a href="http://nebula.wsimg.com/c48950843dbf83c3543625b3a6b4735?AccessKeyId=53BB4692F112B48DFE57&amp;disposition=0&amp;alloworigin=1">nebula.wsimg.com/c48950843dbf83c3543625b3a6b4735?AccessKeyId=53BB4692F112B48DFE57&amp;disposition=0&amp;alloworigin=1</a>
<b>41 Burnaby</b>	<a href="http://www.burnabyteachers.com/wp-content/uploads/2017/11/2013-2019-Prov.-Collective-Agreement.pdf">www.burnabyteachers.com/wp-content/uploads/2017/11/2013-2019-Prov.-Collective-Agreement.pdf</a>
<b>42 Maple Ridge</b>	<a href="http://www.mrtaoffice.com/uploads/4/1/4/5/41452777/collective_agreement_2013-2019.pdf">www.mrtaoffice.com/uploads/4/1/4/5/41452777/collective_agreement_2013-2019.pdf</a>
<b>43 Coquitlam</b>	<a href="http://www.coquitlamteachers.com/wp-content/uploads/2016/02/2013-2019-Collective-Agreement-Nov-9-2016-version.pdf">www.coquitlamteachers.com/wp-content/uploads/2016/02/2013-2019-Collective-Agreement-Nov-9-2016-version.pdf</a>
<b>44 North Vancouver</b>	<a href="http://nvta.ca/wp-content/uploads/2019/09/Collective-Agreement-2013-2019.pdf">nvta.ca/wp-content/uploads/2019/09/Collective-Agreement-2013-2019.pdf</a>

Local	Website where local collective agreement can be found
45 West Vancouver	<a href="http://www.wvta.ca/uploads/5/1/2/9/51294731/wvta_2013-2019_collective_agreement.pdf">www.wvta.ca/uploads/5/1/2/9/51294731/wvta_2013-2019_collective_agreement.pdf</a>
46 Sunshine Coast	<a href="http://static1.squarespace.com/static/5df2b2550d6bf521e605a5f3/t/5e0beb96a5b0832cb7863f3c/1577839519243/Collective-Agreement-2013-2019.pdf">static1.squarespace.com/static/5df2b2550d6bf521e605a5f3/t/5e0beb96a5b0832cb7863f3c/1577839519243/Collective-Agreement-2013-2019.pdf</a>
47 Powell River	<a href="http://www.sd47.bc.ca/career/Documents/PRDTA%20July%201,%202013%20to%20June%2030,%202019.pdf">www.sd47.bc.ca/career/Documents/PRDTA%20July%201,%202013%20to%20June%2030,%202019.pdf</a>
48 Sea to Sky	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
49 Central Coast	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
50 Haida Gwaii	<a href="http://www.haidagwaiiteachers.com/wp-content/uploads/2017/06/CA-2013-19-signed.pdf">www.haidagwaiiteachers.com/wp-content/uploads/2017/06/CA-2013-19-signed.pdf</a>
51 Boundary	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
52 Prince Rupert	<a href="http://www.rupertschools.ca/wp-content/uploads/2017/03/prdtu-prsd-collective-agreement.pdf">www.rupertschools.ca/wp-content/uploads/2017/03/prdtu-prsd-collective-agreement.pdf</a>
53 S Okanagan Similkameen	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
54 Bulkley Valley	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
57-1 Prince George 57-2 Mackenzie 57-3 McBride-Valemount	<a href="http://www.pgdta.ca/uploads/2/4/1/7/24178565/pgdta_2013-2019_collective_agreement_2.pdf">www.pgdta.ca/uploads/2/4/1/7/24178565/pgdta_2013-2019_collective_agreement_2.pdf</a>
17 Princeton 31 Nicola Valley	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
59-1 Peace River South 59-2 Chetwynd 59-3 Tumbler Ridge	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>

Local	Website where local collective agreement can be found
<b>60 Peace River North</b>	<a href="https://drive.google.com/file/d/1Pq5aJeTjKS3mAzbOUmwj4EJ-xyTkKZva/view?usp=sharing">drive.google.com/file/d/1Pq5aJeTjKS3mAzbOUmwj4EJ-xyTkKZva/view?usp=sharing</a>
<b>61 Greater Victoria</b>	<a href="http://gvta.net/images/Collective_Agreement_/2013-2019_CA_Part_1.pdf">gvta.net/images/Collective_Agreement_/2013-2019_CA_Part_1.pdf</a>
<b>62 Sooke</b>	<a href="http://sooketeachers.org/wp-content/uploads/2018/12/COLLECTIVE-AGREEMENT-2013-2019.pdf">sooketeachers.org/wp-content/uploads/2018/12/COLLECTIVE-AGREEMENT-2013-2019.pdf</a>
<b>63 Saanich</b>	<a href="http://www.sd63.bc.ca/sites/default/files/TeacherCollectiveAgreement201319.pdf">www.sd63.bc.ca/sites/default/files/TeacherCollectiveAgreement201319.pdf</a>
<b>64 Gulf Islands</b>	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
<b>67 Okanagan Skaha</b>	<a href="http://www.ostu.ca/files/Docs%20-%20OSTU%20-%20LCA%20-%20July%201,%202013%20to%20June%2030,%202019.pdf">www.ostu.ca/files/Docs%20-%20OSTU%20-%20LCA%20-%20July%201,%202013%20to%20June%2030,%202019.pdf</a>
<b>68 Nanaimo</b>	<a href="http://www.ndta68.ca/index.php/download_file/view/1023/100/">www.ndta68.ca/index.php/download_file/view/1023/100/</a>
<b>69 Mount Arrowsmith</b>	<a href="http://matalocal69.weebly.com/uploads/3/1/3/6/31363165/collective_agreement_2013_-_2019.pdf">matalocal69.weebly.com/uploads/3/1/3/6/31363165/collective_agreement_2013_-_2019.pdf</a>
<b>70-1 Alberni 70-2 Ucluelet-Tofino</b>	<a href="http://adtu.ca/sites/default/files/pdf/2013-2019%20Local%20Collective%20Agreement%20Feb%2017%202016.pdf">adtu.ca/sites/default/files/pdf/2013-2019%20Local%20Collective%20Agreement%20Feb%2017%202016.pdf</a>
<b>71 Comox</b>	<a href="http://www.cdta71.org/web_documents/2013-2019_71_ca_final_signed.pdf">www.cdta71.org/web_documents/2013-2019_71_ca_final_signed.pdf</a>
<b>72 Campbell River</b>	<a href="http://crdta.ca/collective-agreement-new/file.html">crdta.ca/collective-agreement-new/file.html</a>
<b>73 Kamloops Thompson</b>	<a href="http://www.ktta.ca/images/KTTA_SD73_2013_2019.pdf">www.ktta.ca/images/KTTA_SD73_2013_2019.pdf</a>
<b>74 Gold Trail</b>	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
<b>75 Mission</b>	<a href="http://bctf.ca/local75/mtucollectiveagreement.pdf">bctf.ca/local75/mtucollectiveagreement.pdf</a>
<b>78 Fraser-Cascade</b>	<a href="http://fcta78.com/wp-content/uploads/2017/12/SD78-2013-CollectiveAgreement.pdf">fcta78.com/wp-content/uploads/2017/12/SD78-2013-CollectiveAgreement.pdf</a>
<b>65 Cowichan 66 Lake Cowichan</b>	<a href="http://cowichanteachers.ca/wp-content/uploads/2019/01/CVTF-2013-2019-final-PDF.pdf">cowichanteachers.ca/wp-content/uploads/2019/01/CVTF-2013-2019-final-PDF.pdf</a>

Local	Website where local collective agreement can be found
81 Fort Nelson	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
80 Kitimat 88-1 Terrace 88-2 Upper Skeena	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
83 North Okanagan-Shuswap	<a href="http://www.nosta83.com/wp-content/uploads/2017/10/2013-2019-Contract.pdf">www.nosta83.com/wp-content/uploads/2017/10/2013-2019-Contract.pdf</a>
84 Vancouver Island West	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
85 Vancouver Island North	<a href="http://www.vinta-bctf.ca/wordpress/wp-content/uploads/2012/08/85-LK-2013-2019-Final-CA-For-Signature-Nov-20-2015.pdf">www.vinta-bctf.ca/wordpress/wp-content/uploads/2012/08/85-LK-2013-2019-Final-CA-For-Signature-Nov-20-2015.pdf</a>
87 Stikine	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
92 Nisga'a	<a href="http://www.nisgaa.bc.ca/links/Nisgaa-Teachers-Union-Collective-Agreement-July-1-2013-to-June-30-2019.pdf">www.nisgaa.bc.ca/links/Nisgaa-Teachers-Union-Collective-Agreement-July-1-2013-to-June-30-2019.pdf</a>
55 Burns Lake 56 Nechako	BCTF Portal - Member Login Required <a href="http://bctf.ca/myBCTF/content.aspx?id=46480">bctf.ca/myBCTF/content.aspx?id=46480</a>
93 SEPF	<a href="http://acd463ff-f85a-4fd4-bd40-5326d8be14ba.filesusr.com/ugd/66ad41_ff199b14ea404d1285ff70ba8dcbe4b9.pdf">acd463ff-f85a-4fd4-bd40-5326d8be14ba.filesusr.com/ugd/66ad41_ff199b14ea404d1285ff70ba8dcbe4b9.pdf</a>



 **British Columbia Teachers' Federation**

**Health and Safety**

100-550 West 6th Avenue

Vancouver, BC V5Z 4P2

fax: 604-871-2287

*bctf.ca*

fax: 604-871-2287

