



# Vancouver Elementary School Teachers' Association

2021 September 07

**Memo to:** VESTA Members (c/o Senior Staff Reps)  
**From:** Joanne Sutherland, President  
**Subject:** Staff Committee Chairperson and Representatives for VESTA Standing Committees

School contacts for the above VESTA committees will be responsible for receiving, circulating and reporting information from the VESTA office to members. Also, they may be asked to attend VESTA training (during work time at VESTA expense or after school). Please select your representatives at a school VESTA meeting and **return the completed form to the VESTA office by September 17.**

If you require further information, please call the office at 604 873-8378. **Please DOWNLOAD the form before online completion.**

School: \_\_\_\_\_

Date: \_\_\_\_\_

POSITION	NAME OF VESTA MEMBER [Please Print]	<b>NON-VSB</b> E-MAIL ADDRESS ONLY
Staff Committee Chairperson Elected by VESTA members at your worksite to chair Staff Committee meetings (see Article 11.D. for function)		
Aboriginal School Rep		
Communications School Rep		
Social Justice and Solidarity Rep <i>[formerly school reps for: Anti-Poverty Anti-Racism, Pride (Antihomophobia / Antitransphobia), Status of Women, Sustainability (Green classrooms and schools)]</i>		
Health & Safety School Rep WorkSafe BC issues		
Pro-D School Rep		
Working & Learning Conditions / Bargaining School Rep		

**Please return to VESTA via fax to 604-873-2652 by Friday, September 17 or bring to the Staff Rep Assembly on Tuesday, September 21, 2021.**



## **Conflict of Interest Policy**

1. A conflict of interest includes a situation where personal considerations may compromise, or have the appearance of compromising, a person's professional judgment. A personal interest includes business, commercial and financial interests, as well as personal matters and career interests.
2. A conflict of interest can also occur when the proper administration of a members' duties clashes, or appears to clash, with their political or professional interests outside of VESTA
3. VESTA will take all reasonable steps to ensure that conflicts of interest are avoided.
4. It is the responsibility of the VESTA elected officers, (VESTA Table Officers, Executive Committee, Staff Reps, VESTA reps to VSB Committees or school-based committees, or any representative elected or appointed by the Executive Committee or school-based VESTA members) to bring to the attention of the local any potential, apparent or real, conflicts of interest. Conflicts of interest include, but are not limited to, situations where:
  - a. A VESTA officer may in some way benefit materially or financially from exercising union duties; or
  - b. A VESTA officer applies for a position outside the bargaining unit in a school district, a position with BCPSEA, or a similar management position.
5. A conflict of interest does not exist when the benefit to the member is only part of the advancement of the interests of the organization as a whole.
6. Where a conflict of interest arises, the VESTA Executive Committee shall determine what steps are necessary in the circumstances. Examples of steps that may be taken include:
  - a. the officer absents themselves from the discussion and vote on any matter that gives rise to the conflict;
  - b. the officer no longer represents members vis-à-vis the school board (i.e., delegates the function of representing members to another officer);
  - c. the officer removes themselves from the decision-making of the local executive;
  - d. the officer takes a leave of absence until such time as the conflict no longer exists;
  - e. the officer resigns their position with VESTA.
7. One or more steps may be appropriate, depending on the circumstances of the individual case. Steps (d) and (e) should only be exercised in compelling cases.

## **Conflict of Interest Policy for Executive Committee Members**

1. This policy is intended to be read and interpreted as additional to the Conflict of Interest Policy.
2. EC members must act honestly, in good faith, and with a view to the best interests of VESTA and its purposes.
3. EC members should not, for private or political gain, make use of information to which they have access by reason of their position as EC members
4. EC members should not participate in decisions if they have a direct or indirect material interest in the outcome that conflicts with their duty to the organization as a whole.
5. If there is a potential conflict of interest, the EC member must:
  - a. Fully disclose the nature and extent of the material / career interest, friendship or relationship
  - b. Leave the EC meeting when the matter is discussed, unless specifically asked to provide information and abstain from voting on any recommendations or resolutions pertaining to the matter.
  - c. Not take any action or engage in any discussions intended to influence the discussion of the vote, including discussions outside the EC meeting
  - d. The disclosure of any conflict of interest must be recorded in the minutes of the relevant EC meeting.