

COQUITLAM TEACHERS' ASSOCIATION

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President's Message

COVID Sick Leave, Quarantine and Supports

Based upon the questions we received at Staff Rep Training this week, it is clear that some reminders around sick leave use, quarantine and supports are in order. On the following page there is an article with information and links that answer these questions.

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Caretaker Government

One of the frustrating things about the election call is that it essentially suspends government operations until the election is concluded and the new government is sworn in. This means that while we have been talking with the members of the new government, they can't change or enact anything until they are sworn into office. There are a number of things in the Restart Plan we'd like to do more than discuss. Mask mandates and PPE provision, transparency of information sharing, effectiveness of the cohort model, reporting guidelines, additional staffing support/funding, COVID-specific paid leave, etc. etc. The new government is sworn in November 23rd.

Section 88/LRB update

The BCTF and BCPSEA have exchanged proposals at the LRB under the Section 88 process started earlier in the year. At this point the mediator is doing shuttle diplomacy between the parties to determine common ground and exchange ideas. This process is less affected by the status of the government as caretaker as it will likely continue beyond that date. See below for a link to the BCTF submission made earlier:

<https://bctf.ca/uploadedFiles/Public/NewsAndEvents/NewsReleases/2020/BCTF%20application%20to%20the%20Labour%20Relations%20Board.pdf>

In Solidarity,
Ken

COVID Sick Leave, Quarantine and Supports Q & A

Can I use sick leave for quarantine purposes?

Yes, you can. We have this provision in our collective agreement. There are a number of locals that do not have this and that's a big problem. People may feel frustrated at using sick leave when they are not actually sick but, the alternative of immediate unpaid leave that happens without this provision is stark and harsh. The BCTF continues to discuss a COVID-specific leave for teachers with the government but, nothing has been agreed to yet. We are frustrated in some cases by the slow pace of contact tracing or test results, which is forcing some people to remain quarantined to protect their colleagues until answers are made clear. We have raised this with the BCTF to inform their discussions with Dr. Henry.

What if my child is quarantined but, I am not?

You are expected to report to work, unless given directives not to do so by Fraser Health or a medical practitioner. If there are childcare issues, there are short-term leaves available in the CA and for anything outstanding, we will take the concerns to the employer and try to seek resolution there first.

Am I responsible for student work or evaluation while under quarantine?

No, you are technically on sick leave and are not expected to do work. It is a completely responsible choice to aid the TTOC dispatched to replace you to ensure their time goes smoothly.

What happens if I am out of sick days and forced to quarantine by Fraser Health or a medical practitioner?

We are dealing with these cases with the employer first, as they emerge. Our ability to negotiate is situational and we always will do our best to first address this with employer-based solutions that don't involve loss of pay.

There are several new EI leaves available, beyond the CERB and EI that existed previously.

These leaves have specific rules and limitations, are available to continuing teachers as well as TTOC's and are outlined here :

https://bctf.ca/uploadedFiles/Public/TTOC/EI_ISB_%20Info_TTOCs.pdf

Luke Olver (LOlver@bctf.ca) has a very complete understanding of all things EI-related. Questions on these leaves can be brought to us to speak to Luke or you can speak directly to Luke.

We also have unpaid COVID Leave under the Employment Standards Act, which is statutory. Why is that important? A statutory leave (meaning supported by legislation) means the employer must hold your position for you until you return. It has specific rules and restrictions as well.

<https://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/forms-resources/igm/esa-part-6-section-52-12>

Lastly, if all else fails, we have an agreement with the employer to give unpaid COVID leave to any member that needs it. It may be necessary for a member to be on either the statute leave above or this one, to qualify you for the EI support mentioned above.

Executive Committee

Vacancies

Indigenous Member At Large - 1

Member At Large - 1

If you are interested in running for one of these positions [please go to our website to get and submit a CV](#) to Pat Adolf padolf@cta43.org by Nov. 9, 2020

New to a role?

Contact Tamara Sengotta,
Mentoring Coordinator
tsengotta@sd43.bc.ca
to join the mentoring network.

CTA Representative Assembly/General Meeting Wednesday, November 18, 2020

All documentation is now up on the Member Resources/General Information page of the [CTA website](#).

The link to register to attend & Zoom meeting ID and password are posted as well.

Meeting protocols will be posted soon.

Please have patience with us for this meeting as this is the first live meeting of this size we will be holding. We hope to see you there.

CTA Representative Assembly

November 18, 2020

4:00 PM, Zoom

Agenda:

1. Call to order
2. Ratification of Committee Appointments
3. Adjournment

CTA General Meeting

November 18, 2020

4:10 PM, Zoom

Agenda:

1. Call to Order
2. Roy Krutow Scholarships (2)
3. Bargaining (In-Committee)
4. President's Report
5. CTA Policy Motion
Policy #9 Professional Development and Committee
6. BCTF Fall Rep Assembly Update
7. CTA Resolutions to the BCTF AGM 2021
8. Committee Reports
9. School Concerns
10. Prize Draw
11. Adjournment [5:45 pm]

Making Sense of Your Pension, CPP, OAS and Group Benefits: An Essential Workshop from BCRTA

The important decisions that will determine your retirement lifestyle should not be made at the last minute as you fill out your forms. This seminar will prepare you to confidently make choices that are right for you.

All teachers age 50+ should plan to attend one of BCRTA's Pre-Retirement online (Zoom) workshops. The workshops are free. You get great planning materials along with answers to questions you have about your retirement.

Please pre-register at <https://bcrt.ca/workshop>

The agenda includes: Teachers' Pension Plan, Canada Pension Plan, Old Age Security, and voluntary group benefits. Information about choosing your group benefits (dental, extended health and travel). We show some of the differences between the plans and help equip you to select the plan that best suits your needs.

Session dates:

Wed. Nov 4 (4 pm)
Wed. Nov 25 (7pm)
Wed. Jan 20 (4 pm)
Wed. Feb 17 (4 pm)
Wed. Mar 3 (4 pm)
Wed. April 7 (4 pm)
Wed. April 21 (7 pm)
Wed. May 12 (4 pm)
Wed. May 26 (7 pm)
Wed. June 2 (4 pm)

All teachers are welcome!

Sign up takes two minutes and will give you access to all the workshop materials and future updates <https://bcrt.ca/workshop>

Occupational Health and Safety Training Sessions

OHS Part 1 – training for brand new JHSC members, or members can take as a refresher

**8am to 4pm at Winslow Gallery room, class size 16
November 19 OHS Part 1 (10 spots open)**

Teachers can email JHSC@sd43.bc.ca to attend this session.

PD POWER

Professional development does not always have to be hours of learning in a lecture, instead it can be a quick conversation, an idea shared with a colleague, a great book, or even a few inspiring Tweets. As we all find ourselves busy with too much to do in too little time, consider the creative moments where you can integrate some pd into your day! Consider following new accounts on social media, sharing a new lesson idea with a colleague over lunch, or emailing your department when you stumble across a blog entry that resonates with you. It is important that we find these moments to engage without burdening your to-do list. What are your favorite education blogs or social media accounts? Share them with mcrawford@cta43.org to see them featured in our next newsletter or on our social media accounts.

Do you follow @ctapd on twitter or @cta_pd on Instagram?

If not, follow now to stay up to date on PD opportunities in Coquitlam!

TTOC Committee

TTOC Committee Meeting - via zoom

Monday, Nov 9th, 2020 3:45-4:15pm

Agenda is still being developed. We will be making decisions on how to distribute BCTF provided face shields to TTOCs among other items of business. Find us on Facebook at "CTA TTOCs". New members welcome!

Committee for Action on Social Justice (CASJ)

BOOK CLUB -Thurs, Nov 12, 2020

4-5 pm via Teams

We will be continuing our work with Ijeoma Oluo's "So you want to talk about race". The next meeting will cover chapters 6 and 7 exploring police brutality and affirmative action. New members welcome.. even if you haven't attended earlier sessions, we are inviting all interested folks to join the conversation.

Committee Meeting - Thurs, Nov 19, 2020

4-5 pm via Teams

Agenda is still being developed. We will debrief committee initiatives and seek new ones! There's interest in looking to work with the district mentorship program to develop more supports for teachers interested in exploring notions of racism and related topics in their classroom. All CTA members welcome, please join us on FB to keep track of what's going on within the committee (search "CTA CASJ").

Contact Karen Learmonth klearmonth@sd43.bc.ca or Diether dmalakoff@cta43.org for more info.

Learning Services is inviting you to the following POPARD Education Series.

How Can I Help Students with ASD Achieve Success

Presented by Rebecca Kaplan, POPARD Consultant to SD43

This workshop series will support educators by introducing autism spectrum disorders, some of the core characteristics, as well as provide educators practical strategies to use to promote student achievement and feelings of inclusion. Participants will receive free POPARD handouts on the topics covered as a thank you for participation in this workshop series, as well as be entered into a POPARD drawing for prizes.

Dates & Topics

November 26th ASD in a Nutshell – Diagnosis, Causes, Prevalence, Characteristics, Individual Differences.

December 3rd ASD and Executive Functions Part 1: Overview.

December 10th ASD and Executive Functions Part 2: Working Memory, Planning & Organization, Self Monitoring, Initiation, Sustaining Attention and Shifting Flexibility Strategies.

January 7th ASD and Executive Functions Part 3: Emotional Regulation Strategies.

January 14th ASD and Social Communication Part 1: Overview

January 21st ASD and Social Communication Part 2: Strategies

January 28th My Favorites and Q & A on any topics covered in this series and Prize Drawing!

All sessions are from 3:00pm – 4:00pm via Zoom. A Zoom link will be sent via POPARD on Monday, November 23rd.

Teams are welcome to Zoom together. Please register as individuals so that POPARD can know who the audience is for their data tracking purposes. Also please note that sessions will NOT be recorded.

[CLICK HERE TO REGISTER](#)

Deadline to register is Thursday, November 19th.

For more information contact Angie Di Fonzo, IST Teacher. adifonzo@sd43.bc.ca



How EFAP Can Help

Information to help with work and life

Confidential · Immediate Assistance · 24/7/365

Morneau Shepell · 1-844-880-9142

workhealthlife.com

CTA Website Login

Information is posted on our website as quickly as we have it. Please make sure you are able to access the site. If you have any questions about login please contact

Kelly Stewart kstewart@cta43.org

Questions about your pension?

Go straight to the source for answers.

<https://tpp.pensionsbc.ca/pension-basics>

Online workshops and learning

<https://tpp.pensionsbc.ca/learning-resources>

Retirement Health Coverage

<https://tpp.pensionsbc.ca/retirement-health-coverage>

Committee Vacancies

District Student Services Advisory Committee

- 2 CTA reps

District Student Achievement Advisory Committee

- 4 CTA reps

District Review Panel Committee

- 1 CTA rep

District Student Wellness & Safety Committee

- 2 CTA reps

District Aboriginal Ed Advisory Committee

- 1 CTA rep

District French Advisory Committee

- Currently Full

CTA PD Committee

- 1 Secondary Rep, 1 Middle Rep, 1 LSA Council Rep, 1 TTOC Rep, 1 Adult Ed Rep, 1 Elementary Rep

CTA Teachers Teaching on Call Committee

- 5 members-at-large

CTA Committee of Action on Social Justice (CASJ)

- 1 Secondary reps, 2 Middle reps, 2 Elementary reps,
- 1 member-at-large

New Westminster & District Labour Council

- 5 CTA reps

Teachers interested in any of these committees should go onto our website or click here for a curriculum vitae form and submit it to the CTA Office (padolf@cta43.org). If you have questions, call the CTA Office at **604-936-9971**.

Contact Us:

Please see the list below for the officer or staff member best able to help you.

(Last names A-F) Ken Christensen, President
kchristensen@cta43.org

(Last names G-L) Kara Obojski, 1st Vice-President
kobojski@cta43.org

(Last names M-R) Diether Malakoff, 2nd Vice-President
dmalakoff@cta43.org

(Last names S-Z) Andy Gilligan, Labour Relations Officer
agilligan@cta43.org

PD related questions

Meggan Crawford, PD Chairperson - mcrawford@cta43.org

CTA Administration

(anything not covered by anyone in the list below)

Kelly Roberts, Executive Director - kroberts@cta43.org

Accounting/Finance

(reimbursements, scholarship payment) & CTA newsletter
Heidi Davis, Finance Administrator - hdavis@cta43.org

Scholarships, Committees, CTA PD Day

Pat Adolf, Administrative Associate - padolf@cta43.org

Membership info & website access

Kelly Stewart, Office Clerk - kstewart@cta43.org

If your situation is already being handled by an officer not matching your alpha assignment, then please continue to liaise with that officer.

www.coquitlamteachers.com

CTA Office: 604-936-9971

