



TODAY

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A Message from Susan Yao - DTA President

Already into the second month of the school year. How are you doing? The DTA often hears from members when they need supports but that is not always the case. When we are unwell at work, we may make mistakes and run the risk of investigation by the Employer. We know that being investigated can exacerbate someone's health issues all the more.

What is available for you? One program is the BCTF Health and Wellness program. Sometimes when I am talking to a DTA member about this program I get the following response: "But I don't want to go on a medical leave!"

And then I have to dig into that statement: being in the BCTF Health and Wellness program is NOT about going on a medical leave. Being in the program is about getting support for work-life balance. It is about working with a consultant who understands the realities that teachers face in the classroom and can advocate for them with the Employer and with a teacher's healthcare provider. It is about getting supports so that not only will you avoid making mistakes at work, you will have more ease in your home and work life. That's the goal.

I have been in the program myself and it was supportive for me in getting ergonomic supports for my workspace, check-ins for my issues, and a cost-sharing when I exceeded my extended health benefits. It is a voluntary program and all teachers (except TTOCs) are eligible to use it. The program is funded by our SIP and LTD contributions. So, you're already paying into it!

Making mistakes at work can happen but it doesn't mean that those mistakes will define your whole career. The DTA knows that for individuals going through an investigation, it can be stressful but we are here to support you through the process. Did you know that if the Employer receives a complaint, they are obligated to follow through on looking into it? And they have to let the relevant individual(s) know that they are looking into the complaint. The process is covered in the Collective Agreement under article C.24. Here is the pertinent piece to be aware of:

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Dates to Remember

October

Oct 30 - SRA @ Delta Secondary

November

Nov 2 - Staff Rep Training - DMEC

Nov 8 - PD Committee Mtg - Virtual

Nov 10 - District Closure Day

(in lieu of March 29, 2024)

Nov 11 - Remembrance Day

Nov 13 - Remembrance Day Stat

Nov 14 - EC Mtg - Virtual

Nov 20 - SRA @ Seaquam Secondary

Nov 22 - Ab Ed Mtg - DTA

Nov 23 - Mat Leave Workshop-Virtual

Nov 27 - Non Instructional Day

Happy Hallowe'en!



Executive Positions

Are you interested in being part of the DTA Executive or a committee? There are availabilities. Check our website at www.deltateachers.org



The October PSA has come and gone. Did you apply for any PD funding that was approved? Are you wondering "when am I going to get reimbursed?"

Please email Brianna at the DTA Office your receipt of payment so she can send you your cheque.

Please get your receipts in today!

Presidents' Message cont'd

Where an employee is under investigation by the Board for any cause, the employee and the Union shall be advised in writing of that fact and of the particulars of any allegations immediately unless substantial grounds exist for concluding that such notification would prejudice the investigation, and in any event shall be notified of those matters at the earliest reasonable time and before any action is taken by the Board, and the employee shall be advised of the right to be accompanied by a representative of the Union at any meeting in connection with such investigation.

Even when someone is found to have made a mistake at work, this does not mean they are about to be terminated. Termination is usually for very serious behaviour breaches or via the progressive discipline process when mistakes keep happening. With the support of the DTA and the Employer, the individual may be encouraged to join the Health and Wellness program, take courses to prevent future mistakes, or other. And in some cases, going on a medical leave is an appropriate choice. It is my firm belief that these isolated mistakes do not define us. And getting help is proactive and an acknowledgment that things can get better.

The recent District/DTA/CUPE training—the TRIAD training—was meant to bring better understanding for every worksite as to what processes and procedures are there to help when there are issues that need addressing. And then there are the people at every site who must work together to find solutions for identified issues.

I am reminded of how I used to respond to my family when I would come home from a night at the theatre or from my book club and the inevitable question: "What was it all about?" My answer always begins with, "It's about...relationships..."

REMEMBRANCE DAY



Ultimately, that is what it is all about. If your relationships aren't working or aren't going well, there are supports. While it is unrealistic to think we are going to agree with and be besties with everyone, we must be able to work respectfully with each other even when we disagree on things. And if we live and work in the same community, all the more important that we are clear on this.



SCHOLARSHIPS

F.C. "Tad" Boyes Winner

Emma Savu

Congratulations to Emma, daughter of Mirela Savu from Devon Gardens Elementary. Emma plans to attend UBC for biochemistry and her career goal is to be a microbiologist.

DTA Scholarship Recipients

Burnsview	Meena Ressalat
Delta	Saiya Mann
Delview	Emily Quan
North Delta	Jore Alobid
Sands	Riley Ward
Seaquam	Paige Warner
South Delta	Emily Rodgers

May you all achieve your greatest goals!

TTOCs Experience Transfer Date

Teachers Teaching on Call can transfer their experience two times a year. The next date is November 15. In accordance with Article C.4 of the Collective Agreement, TTOCs also working in part-time teaching positions must request transfer of TTOC experience credit.

- Transfer of experience is only from TTOC silo to contract silo.
- Transfer can only be made in whole months (17 days of TTOC experience).
- Transfer is for the entire amount in a TTOC bank with the exception of any days left over from whole month calculations (1 to 16 days).
- One month TTOC credit will count as one month in the contract silo when transferred.
- Transfer must be applied for before June 30 to take effect August 31 and November 15 to take effect December 31.

The form for this is on Teams under teacher info/ forms and info/payroll at the bottom of list.

Those who we have lost

David Norcott - September 5th, passed at his cherished cabin on Nootka Island.