



## SCHOOL VISITS

We'd like to visit you at your school! Complete the School Visit Form to let us know which date you would prefer or email [vicepres@cdta71.org](mailto:vicepres@cdta71.org) We are available for lunch or after school visits.

Form link

<https://forms.office.com/r/b2XtMHiGmg>

## MEET YOUR EXECUTIVE

A not so long time ago, in a school district not so far away lives a teacher named Tracy Richards. Vice President of the union, she has travelled through the galaxy (four provinces) sharing her knowledge and experience with countless students. Here, in the Comox Valley, she has taught Padawan for 24 years. She is a teacher by day, and a Jedi Master by night, using her skills to fight against educational inequality.



Congratulations to our General Meeting Prize Winners: M.Hawkins, M.Wallace, T.Hay, V.Jones, S.Higgs, T. Black

## GET TO KNOW YOUR COLLECTIVE AGREEMENT

### WIN A PRIZE

What is the difference between the two types of discretionary days?

Email [vicepres@cdta71.org](mailto:vicepres@cdta71.org) with the correct answer, including the clause numbers from the collective agreement.

A winner will be drawn from all correct entries on Feb 13th, 2023

**Hint:** our CDTA website has a copy of the Collective Agreement

### Important Dates

- Feb 15 - Staff Rep Meeting
- Feb 22 - Pro-D Rep Meeting
- Mar 1 - Executive Meeting
- Mar 8 - Joint Pro-D Meeting
- Mar 15 - Staff Rep Meeting
- Mar 18-21 - BCTF AGM

### Newsletter Topics

- Pg1 - Collective Agreement
- Pg1 - Meet Your Executive
- Pg1 - School Visits
- Pg2 - Workplace Violence Examples
- Pg 3 - TTOC
- Pg4 - Health and Wellness



# Examples of Workplace Violence

FILL OUT A 6A FORM FOR ALL VIOLENCE IN THE HIGHLIGHTED COLUMNS  
 Keep a copy, send a copy to the Union & give a copy to Admin (or fill out online form)

## Workplace Violence Examples

**Table 1. Examples of workplace violence in the education sector (other examples may exist)**

The specific context of the situation and the knowledge of the individual involved in the action must always be considered. The worker must have reasonable cause to believe they are at risk of injury.

Body part where the action originates	WORKPLACE VIOLENCE REPORTING REQUIRED		BEHAVIOUR LOGGING POSSIBLE
	Contact violence (harmful/injurious physical contact) attempted or actual	Non contact violence (verbal, written, gesture threat of contact violence)	Actions not typically considered Workplace violence*
Head region	Head butting, or biting a worker	Threats directed toward worker: verbal, gesture, or written, which give the worker reasonable cause to believe that the worker is at risk of contact violence including: comments that induce fear for the worker's physical safety, ganging up or stalking.	glaring, head banging – against object or person other than a worker, involuntary head movement causing harm to a worker, moaning and crying, name calling, not listening/non compliance, screaming, staring, spitting, licking, mucus/phlegm, swearing, threatening to self harm, yelling,
Upper body – arms and body	Worker contact by pushing, shoving, pulling/twisting, grabbing, scratching, punching, slapping, pinching, throwing, slamming against, checking, use of weapons or weaponized objects, inappropriate age touching.	Gesturing to punch, slap with credible ability to make contact, and cause injury, threats using weapons or weaponized objects	clearing flailing holding hands involuntary arm or body movements reaching toward rocking rubbing slamming objects smashing objects touching repeatedly twisting – their own body
Lower body (legs and feet)	Kicking, Stomping on someone, intentional tripping of a worker	Pursuing	Bolting Flailing involuntary leg movements Leaving area Stomping

\*These items could be considered baseline behaviour or if not part of baseline behaviour could, under certain situations, be part of workplace violent actions.

Note: Sexual harassment falls under bullying and harassment. Follow the internal bullying and harassment procedures.

From BCPSEA

<https://bcpssea.bc.ca/wp-content/uploads/2021/06/OHS-Workplace-Violence-Examples.pdf>



If you are finding the online reporting a barrier

Get 6a QR Code

# TTOCs

**The Union wants to hear from you!**

**HAVE YOU HAD  
CLASSROOM  
CONTINUITY BROKEN?**



**HAVE YOU HAD A DAY  
CANCELLED BY ADMIN  
OF THE SCHOOL?**



**HAVE YOU WORKED  
AS VP RELIEF AND  
HAD MORE THAN  
ONE CLASS AT A  
TIME?**



**HAVE YOU WORKED  
AS AN EA?**

**HAVE YOU HAD PREP TIME  
TAKEN AWAY EVEN  
THOUGH YOU HAD PREP  
TO DO, OR WERE GIVEN  
WORK BY TEACHER?**

**Contact the Union President, Karla Neuffer  
lp71@bctf.ca  
250-338-1461**

**NEXT TTOC MEETING**

**Monday, Feb 27th from 4-5:30pm at the CDTA  
office. We will be meeting to work on the TTOC  
handbook.**

# SELF CARE

**BCTF**

The BCTF Health and Wellness Program supports and empowers members to regain an optimum state of wellness, health, and productivity by providing rehabilitation services and promoting self-care. Are you:

- a teacher who is using sick leave to manage his/her symptoms using non-consecutive days of sick leave.
- a teacher who has identified that he/she requires assistance in maintaining his/her assignment.
- a teacher who has a reduced assignment due to disability.

You can self refer [HERE](https://www.bctf.ca/topics/services-information/wellness/apply-or-refer-someone-to-the-health-and-wellness-program)  
<https://www.bctf.ca/topics/services-information/wellness/apply-or-refer-someone-to-the-health-and-wellness-program>

## Provincial Extended Health Benefit Plan (BLUE CROSS)

**Effective January 1, 2023, registered counsellors and social workers will be added to the existing Psychologist coverage, and the combined coverage will increase from \$900 to \$1200**



Teaching is a complex profession full of changing landscapes, a variety of relationships, significant responsibilities, and both joy and challenges. It can be hard work. We know, as teachers, that some of the deepest growth and learning takes place when we struggle and work to move through a challenge.

If you are currently experiencing something that you are finding professionally challenging or that you feel you could use some help with, you might want to consider self-referring to the Peer Support Program. It can be uncomfortable to ask for support or to express your needs when faced with things that seem difficult, frustrating, or even overwhelming. It can also be empowering to work collaboratively with another teacher who is committed to supporting you in your teaching profession and classroom practice.

Peer Support is an opportunity to develop a partnership with a colleague who has experience, compassion, and skills to share. It is a completely confidential, non-judgmental, non-evaluative process of two teachers working together. You can set your goals with your partner, brainstorm ideas, and share insights and concerns. The partnership is open to developing as you and your Peer Supporter decide. There is release time available!

If you are interested or curious, feel free to contact me at [teacherpeers@sd71.bc.ca](mailto:teacherpeers@sd71.bc.ca)