



School Team Bulletin

Volume 7 Issue 11

May 26, 2014

Please disseminate the following information to teachers.

Job Action / Bargaining Update

BCPSEA'S PARTIAL LOCKOUT commenced Monday, May 26, 2014. Typically a lockout entails the employer locking the doors so employees can't go to work. *This partial lockout is more of a justification to reduce our wages by 10%.* The formal lockout letter sent to the BCTF by BCPSEA on May 21st is considered legal direction from the employer and failure to follow the direction is *disciplinable*. An employee may be charged with trespass for entering a worksite while "locked out". In light of this, we are obliged to advise our members to follow any legal lockout as it is written.

In summary, the letter from BCPSEA states teachers will not:

- work during recess or lunch hours.
- attend the workplace earlier than 45 minutes before or 45 minutes after instructional time.
- substitute any other work for the work struck in Stage 1 job action.
- evaluate educational programs as per School Regulation Section 4.1(g).
- attend department, grade level, staff committee, class organization, school organization, collaborative, and/or professional learning community meetings.
- attend professional development activities or in-service other than those scheduled on an NID.
- substitute other work in place of the above regardless of where or when they are performed.

It also includes a lockout of Secondary teachers for June 25 and 26 and a lockout of all teachers (Secondary and Elementary) on June 27, 2014.

Partial lockout hours before school, after school, at recess and lunch

Teachers will refrain from performing any work during the lockout periods. The BCTF is clear that violation of the employer's lockout could leave teachers subject to discipline by the employer, exposed to financial liability in

the event of an accident or incident and without WCB coverage.

- Teachers will not report for work until 45 minutes before the start of classes and will leave the school not later than 45 minutes after the end of classes. If you teach an off-timetable block, its scheduled time will constitute the start and end of your class in that case.
- Teachers will leave the school at lunch. We will not be setting up lockout pickets as this would impact support workers.

Extra-curricular activities

The formal lockout letter does not provide exclusion for volunteer or extra-curricular activities. As many field trips and sporting events span the restricted work hours, BCTF advice is that **teachers should not put themselves at risk**. WorkSafeBC and insurance carriers are independent bodies. *It is not within BCPSEA's ability to give assurances that teachers will be covered.*

Website and email access

Teachers will not access any web site affiliated with the employer other than for TTOC callout or applying for positions during the periods of lockout.

Administrators may encourage teachers to continue to work in areas that clearly violate the terms of the lockout.

Please reinforce with your members the importance of adhering to the parameters of the BCPSEA directive.

Teachers should refuse such direction and report the matter to the VSTA Office.

BCPSEA's current tactics are designed to counter our job action and divide teachers. Our response: it's time to join hands in solidarity across the province to stand up to these bullying tactics. Every teacher needs to examine what they voluntarily give to the education system each and every day in light of the government's plan to partially lockout 40,000 teachers to the tune of a 10% salary rollback while continuing to ignore no less than two Supreme Court rulings. It's time for individual teachers to draw a line and stand up for public education.

What to do with your free time at lunch?

Activity options:

- Gather together off school grounds
- Leave school and return en masse
- Send individual and group emails to MLAs, local papers and letter to editors, call radio programs
- Join together for a rally
- Hand out information and pamphlets to community members and parents
- Sit in lawn chairs across the street
- Walk together to local coffee shops

Remember to take a picture and send it to the VSTA Office.

Signage Ideas:

- Fair Deal placard and other BCTF signage (reuse, recycle)
- “I wish I was allowed in my classroom”
- “Who is watching the kids?”
- “What on Earth is the government thinking?”
- “Ask me why I’m here?”
- “I’m allowed to coach but I’m not allowed to mark?”
- “I can go field trips but not counsel a student in need?”
- _____ Other?

As this is not a picket, be sure that signage is not displayed on school board property. It should be placed on a stick and not worn.

