



May 2026

Your Teacher Association Newsletter

President's Post: Year Update

BCTF Business: New Collective Agreement

CA Highlight: D.27.2

HS&W Report: Worker Rights



Upcoming VINTA events:

May 20th 4:30 - EC/Rep Assembly (Sunset)

May 23rd 10am-6pm - VINTA Family Reunion at Storey's Beach

June 3rd 4:30 - Pro D Committee Meeting (Sunset)

June 17th 4:30 - EC Meeting (Sunset)

June 26th Admin Day - last working day of the year!



President's Post

We are more than $\frac{3}{4}$ of the way through the year, and I know many (OK, ALL) of us are looking forward the Summer Break and a chance to recharge our batteries. It has been an honour and a pleasure being your Local President again this year, and I am looking forward to seeing how the new Collective Agreement rolls out next year.

I am saddened that we are losing Courtney Wall, our current Vice President, whom I have had the pleasure of working with these past two years, but I am excited at the opportunity to work with my friend Colette Doan as the incoming VP. We have a great team of dedicated colleagues ready to take on the work of the union for next school year!

I do want to take a moment to recognize and thank the Executive members who are not returning to an EC roll next year. Jason Voth has been an invaluable voice of experience at the EC table for many years, but is stepping back this year. Thank you, Jason. Melissa Mrus is on hiatus from her position on the EC while she cares for her new baby girl. Congrats to Melissa and Patrick! Ricki McCrae is stepping away from her roll as the TTOC Chair, and I want to extend my heart-felt thanks to Ricki for always being there to help out and take on whatever needed doing.

To those EC Members who are remaining, and to our wonderful Staff Representatives, PD Reps, and Health and Safety Reps. On behalf of all your colleagues, THANK YOU for all the work you have done and continue to do for us all.

As always, you can contact me for anything by calling the office/cell number 250-902-0088 (also good for text messaging), or by emailing me at lp85@bctf.ca I will be periodically checking the email during the summer, so I may not respond as quickly - likely due to me looking after my new grandson (due in late June)

Cheers,
Shawn Gough

Back to the Business of the **BCTF**

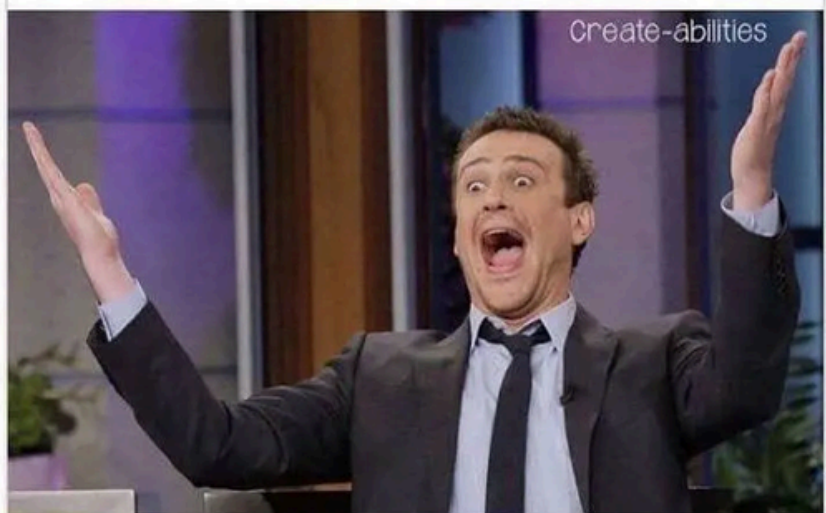


Vancouver Island North
Teachers' Association

With the new Collective Agreement ratified, we'd like to share a few details with you about the timing of updates:

1. Salary Improvements - these kick in on July 1st each year so you will see the changes on your September pay cheques. **The retro-pay from July 1, 2025 will be on your end of May, 2026 cheque.** The Recruitment and Retention Allowance will also be adjusted for September (more below).
2. Benefit Enhancements - starting July 1, 2026 the coverage levels for some items are increasing:
 - a. Hearing Aids increases to \$4000
 - b. Vision Care increases to \$650
 - c. Audiologist Care is added to Speech Therapy and increases to \$800
 - d. Counselling increases to \$1750
 - e. Gender Affirming Care is added to a maximum of \$30000 (lifetime)
3. Recruitment and Retention Allowance - increases each year
 - a. July 2026 - \$3500
 - b. July 2027 - \$4000
 - c. July 2028 - \$5000

When you catch students
using strategies you have
taught them.



Collective Agreement Highlight: Article D.27.2 (new)

Article D.27 Health and Safety

2. Workplace Violence

The parties support the desire of employees to work in an environment that is free from violence, threats of violence, and intimidation, in accordance with the provisions of the Workers' Compensation Act and Regulations.

1. For the purposes of this Article, violence refers to the attempted, threatened or actual exercise by any person of any physical force causing physical injury to an employee.

Intimidation refers to threatening behaviour by any person which gives an employee substantial reason to believe that they are at risk of violence.

2. Incidents of violence, threats of violence, or intimidation experienced by employees shall be reported to the Principal and shall be investigated jointly by the Principal or designate, and an employee representative of the workplace Joint Health and Safety Committee, who shall be empowered to make joint recommendations to the Superintendent regarding the corrective action which should be taken.

3. Nothing in this Article reduces in any way the authority of the Principal/Vice Principal to deal with situations of violence in their schools.

This language is unique to VINTA, and was negotiated during this past round of Local Bargaining. It is unique in that it is Provincial language under the split of issue (LOU 1) but was “accidentally” signed off by the BCPSEA bargaining agent. It was a very happy day in the VINTA office when we found that out!!

Health, Safety, and Wellness



Vancouver Island North
Teachers' Association

Safe Workplace: Rights and Responsibilities of Workers

Health, Safety and Wellness
Report: By Kevin McGhee

Worker Rights

On a worksite, everyone has varying levels of responsibility for workplace health and safety. You should know and understand your responsibilities – and those of others. If you're a worker, you also have three key rights.

Your rights:

- The right to know about hazards in the workplace.
- The right to participate in health and safety activities in the workplace.
- The right to refuse unsafe work. By law, employers are prohibited from penalizing workers for raising a health and safety issue.

Your responsibilities:

- As a worker, you play an important role in making sure you – and your fellow workers – stay healthy and safe on the job. As a worker, you must:
 1. Be alert to hazards. Report them immediately to your supervisor or employer.
 2. Follow safe work procedures and act safely in the workplace at all times.
 3. Use the protective clothing, devices, and equipment provided. Be sure to wear them properly. (This could include wearing proper footwear for conditions in the parking lot; if it snowed, wear boots, not sandals.)
 4. Co-operate with joint health and safety committees, worker health and safety representatives, WorkSafeBC prevention officers, and anybody with health and safety duties.
 5. Get treatment quickly should an injury happen on the job and tell the health care provider that the injury is work-related.
 6. Follow the treatment advice of health care providers.
 7. Return to work safely after an injury by modifying your duties and not immediately starting with your full, regular responsibilities.
 8. Never work under the influence of alcohol, drugs or any other substance, or if you're overly tired.

"Here is your classroom. You have 31 students. Spread the desks out as far as you can and make sure they all keep their masks on at all times. But most importantly, have fun."

