

# HEALTH, SAFETY AND WELLNESS COMMITTEE MEETING

Wednesday, May 8, 2024

Sunset, Port McNeill – 4:30 pm

## -Minutes-

Attendance:

Kevin McGhee	PHSS
Keon Birney	PHSS
Jason Voth	VINTA
Ricki-Lyn McCrae	NISS
Robyn Gordon	PHSS
Evania Nolan	SVE
Myra Connaty	FRES
Julie Nielsen	EVES
Bob Heaton	SES

1. Call to Order. Kevin McGhee, Chair: 4:40 PM
2. Review/adoption of agenda dated May 8<sup>th</sup>, 2024.

**MOVED: McCrae/Gordon**

That the agenda dated May 8<sup>th</sup>, 2024 be adopted as amended.

**CARRIED**

3. Review/adoption of minutes dated February 14, 2024.

**MOVED: Gordon/Birney**

That the minutes of February 14, 2024 be adopted as circulated.

**CARRIED**

4. Business:

a) WorkSafe Policy: Duty to Cooperate

A copy of the policy was read out-loud. Questions of What is suitable work? As teachers are treated that they can do any position, a teacher is a teacher. Gradual return to work, a duty to accommodate. Must follow doctor's orders. District's have the responsibility to accommodate teachers so they can

return to work safely. Every district is different but they all should follow doctors' orders and make accommodations to suit the needs of the teachers' abilities. Returns to work can always be changed and should follow doctors' orders.

b) WorkSafe Policy: Duty to Maintain Employment

A portion of the copy of the policy was read out-loud. Questions arose about the 12 continuous working months in the WorkSafe Policy, as teachers only work 10 months but they are under contract for 12. If you are on medical leave, they post your position as temporary that way you can return to your job. Temporary teachers may have a more difficult time as they are filling in a temporary position.

c) WorkSafe Bulletin: Communicate student information

WorkSafeBC violent incident reports should have the child's name for teachers to see and read for their safety. You should be notified of concerns about children with violent tendencies. Names should not be redacted from documents as they need to be shared with those that work around the student. TTOC's should be notified of violent students in the classroom to keep themselves and others safe. Teachers have the right to know when they are entering a classroom with a student that may be violent. There is no fresh start, if they change schools the files should follow them. If you do not want to disclose this information due to the privacy of the situation ensure you let them know to ask the admin about the child's case. Violence is violence, physical or verbal. If you are ever threatened or intimidated with any discipline for discussing or informing another staff member of a violent student let your Union President know.

d) Incident Report Example

Is a form available to fill out online. Copies should be sent to Jennifer Cattermole at the Tacan site as well as your administration. Certain admin will try to tell you not to fill them out for small incidents or otherwise. When in doubt fill them out. This form is the best thing for your student. This form allows us to get the supports required to help. Teachers are feeling they don't do anything and make no changes happen. You should fill out a 6a form when involved in a violent incident, this form will allow you to fill out more information on the incident. You can ask to see what has happened with your incident report and what changes are being made. Kevin was physically and mentally intimidated for years by a student but he failed to fill out any reports. So when a final incident occurred that made him feel unsafe and put in a report it was seen as a one time thing and nothing changed. HSW committee when viewing the incident forms at the joint meetings can only

make motions of change, but the admin has final say on making things happen. Well aware there are limited spots for testing and a huge lack of councillors in the system. The paper forms help you create a paper trail, that can help you down the line if something more happens. EA's are very reluctant to filling out the incident forms, they don't want to cause issues. WorkSafeBC is getting better at recognizing that the education system is much different then it was in the past. Incident reports will help the student when moving to a new school and prepare the staff to know how to help them best.

e) Zones Debrief

At Zones they went over the WorkSafe Policy: Duty to Cooperate and WorkSafe Policy: Duty to Maintain Employment. Radeon testing should be done as there have been cases of it found on the island. Max temperatures before schools get shut down. SD84 West has had their land and building turned back over to the First Nations, and now they unsure who will keep up the maintenance on the schools.

f) Evaluation tool

WorkSafe wants each school site to fill out the form or something similar. You can create your own form as long as it covers most of what is in the online version. Try to complete them with your entire committee and by the end of the month or before the district meeting so they can be discussed then.

5. School Reports:

**Motion: Gordon/McCrae**

That the HSW committee move into committee.

**Carried**

**Motion: Gordon**

That the HSW committee rise from committee.

**Carried**

The committee discussed school reports.

6. Any Other Business:

7. Adjournment 6:17 PM

**MOVED: Gordon**

That the VINTA HSWC adjourn this meeting.

**CARRIED**