

Date: December 20, 2019

To: All Superintendents, Secretary Treasurers, Directors of Human Resources and K-12 Local Support Staff Union Presidents

From: BCPSEA and the K-12 Presidents' Council and Support Staff Unions

Re: Occupational Health and Safety Regulatory Compliance

The British Columbia Public School Employers' Association (BCPSEA) and the K-12 Presidents' Council and Support Staff Unions together agree that safety in the workplace is paramount. In accordance with the BC Occupational Health and Safety (OH&S) Regulation, we are committed to ensuring a healthy and safe working environment, which includes procedures to eliminate or minimize the risk of workplace violence.

We remind all districts, supervisors, and employees of their obligations to work in compliance with the OH&S Regulation. This requires employees to report accidents and incidents to their supervisors, including incidents of workplace violence, and requires supervisors to initiate investigations into these accidents and incidents and implement corrective actions (e.g., site risk assessments) pursuant to the requirements of the *Workers' Compensation Act* and the OH&S Regulation.

We collectively acknowledge that *WorkSafeBC* outlines rights and responsibilities of employees, supervisors, and school districts (employers), which relate to incident reporting and investigation that are important and helpful for all parties to understand. A complete list of the rights and responsibilities of all parties can be found at www.worksafebc.com and in the Provincial Framework Agreement (PFA) of your collective agreement.

Work of the Joint Health and Safety Taskforce

Arising from the Provincial Framework Agreement negotiated between BCPSEA and representatives of support staff unions in the K-12 public education sector, the Joint Health and Safety Taskforce (Taskforce) has been struck and begun the work of implementing its mandate. A schedule of all-day working meetings in November and continuing into the new year is underway. The Taskforce has three important and mandated tasks:

- Deliver messaging to all school districts and support staff unions that BCPSEA and the K-12 Presidents' Council and Support Staff Unions jointly acknowledge the importance and obligations of compliance with *WorkSafeBC* Regulations, including compliance with workplace violence requirements.
 - Timeline: January 1, 2020
 - Developed and delivered December 2019, as per this memo.
- Review and develop a Joint Health and Safety Committee Survey Tool for the K-12 public education sector to ensure compliance with *WorkSafeBC* Regulations and inform future work of the Taskforce.
 - Timeline: January 1, 2020
 - Survey under development and being finalized by February 2020, with an implementation goal of April 2020
 - Expected to be implemented province-wide early in the new year and results used to guide Taskforce work through to March 31, 2021.

- Identify and develop appropriate training, which may include the use of the survey tool, non-violent crisis intervention, ABA, workers' rights and responsibilities under WorkSafeBC regulations including the right to refuse unsafe work.
 - Timeline: March 31, 2021
 - Review underway
 - Expected to be implemented on or before March 2021 deadline.

As the Taskforce continues to move ahead, the parties look forward to productive meetings and successfully fulfilling the Taskforce mandate on schedule.

On behalf of the Taskforce representatives,

**British Columbia Public School
Employers' Association**

Judy Maranda, BCPSEA
Collette O'Reilly, BCPSEA
Jody Langlois, SD No. 39 (Vancouver)
Mary Campbell, SD No. 36 (Surrey)
Surrena Craig, SD No. 6 (Rocky Mountain)

**K-12 Presidents' Council and Support
Staff Unions**

Paul Simpson, CUPE Local 379, Chair
Tracey Mathieson, CUPE National K-12
Coordinator
Warren Williams, CUPE Local 15, K-12
President Council
Tammie Koroluk, CUPE Local 523
Michelle Bennett, CUPE Local 748
Tom McKenna, CUPE National – Advisor
Vanessa Wolff, CUPE (Alt)