

From: Susanne Bonny <Susanne_Bonny@sd42.ca>

Sent: Friday, May 29, 2020 10:58 AM

Subject: June 1, 2020 School Restart

Hello Sisters, Brothers and Friends,

On behalf of your Occupational Health and Safety (OHS) Committee, I am reaching out to all members in advance of the restarting of school on June 1, 2020.

Your OHS representatives have been working with Senior Team and the acting OHS Officer on the School District's overall safety plan as per WorkSafeBC (WSBC) and the Provincial Health Officer. This is a living document and may change as the weeks go on. By now all CUPE members with a regular site/s should have had their safety plan orientation as per WSBC and the PHO. **If you have not had your safety plan orientation for your site/s you must contact your Admin and they must go over the plan with you before you start work.** All itinerant CUPE staff (including casuals) should have had an overall safety plan orientation with direction on what to do upon arrival at the different site/s they are assigned to. **If you have not had an overall safety plan orientation for your site/s you must contact your Admin and they must go over the plan with you before you start work.**

<https://www.worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation>

COVID-19 and returning to safe operation - Phase 2 - WorkSafeBC

How do I... Report unsafe working conditions; Report a workplace injury or disease; Search the OHS Regulation & related materials; Get health & safety resources ...

www.worksafebc.com

While next week, some of our members will be required to return to work, others will be able to remain working from home. We understand that for some members, returning to their work site/s next week, will be a challenging and stressful one.

<https://www.worksafebc.com/en/health-safety/create-manage/rights-responsibilities/refusing-unsafe-work>

[Refusing unsafe work - WorkSafeBC](#)

Refusing unsafe work. Workers have the right to refuse unsafe work. If you have reasonable cause to believe that performing a job or task puts you or someone else at risk, you must not perform the job or task. You must immediately notify your supervisor or employer, who will then take the appropriate steps to determine if the work is unsafe and ...

www.worksafebc.com

We encourage all members to connect with their site health and safety committees. As per WSBC the joint health and safety committee supports the employer's duty to ensure a healthy and safe workplace. The joint committee brings together representatives of the employer and the workers (CUPE/MRTA), to identify and help resolve health and safety issues in the workplace. Amongst other things, the committee members consult with workers, identify situations that may be unhealthy or unsafe for workers and consider and promptly deal with complaints relating to the health and safety of workers. **They are there for you if you have a safety concern or issue, or if you have been injured or experienced a near miss on the job. The names of the joint health and safety committee members should be posted at each site. If they are not, please contact your Admin and ask that the committee members' names be posted where all staff can see them.**

<https://www.worksafebc.com/en/health-safety/create-manage/joint-health-safety-committees>

We want to bring your attention to the Duty to Accommodate language in your Collective Agreement. To request an official accommodation as per the language below, you should email the Acting OHS Officer Amanda Reber at Amanda_reber@sd42.ca and cc myself, fairydeity@hotmail.com and Jason Franklin, thepresident@cupe703.com.

19.3 Duty to Accommodate

19.3.1 Principle The Board recognizes the need to have an effective duty to accommodate process and will abide by the Human Rights Code.

19.3.2 In circumstances where an employee may be unable to perform the regular duties of their position due to a disability, the Employer and the Union, together with the affected employee, shall meet to discuss and to consider the available evidence regarding the existence and nature of the disability and, if necessary, options with respect to the accommodation of the employee. The affected employee shall participate and cooperate fully in this process and follow through with implementation plans.

19.3.3 The parties shall share with each other all information relevant to the accommodation of the affected employee, including medical information pertaining to the employee's disability, and information regarding the requirements/duties of the employee's position.

19.3.4 If the employee cannot be accommodated in their current position, the Employer agrees to look at alternatives to provide an appropriate accommodation to the affected employee.

19.3.5 It is understood and agreed that the Employer will not be required to agree to an accommodation which would impose undue hardship on the Employer.

19.3.6 All accommodations will be reviewed annually or as necessary based on objective medical evidence.

If you have any questions or concerns regarding any of the above, please do not hesitate to reach out to one of us.

Stay safe and stay united.

On behalf of your elected Occupational Health and Safety Committee representatives.

In Solidarity,

Susanne Bonny, Vice President
Tracey Dahlin, Secretary Treasurer
Christine MacVeigh, Chief Shop Steward
CUPE Local 703

Stay safe,

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