



## President's Greeting

The CRDTA Office continues to be a very busy place! I am really liking my new role and I am starting to find my groove in achieving work life balance. In November, the CRDTA will continue to work to support and advocate for members and their rights, but in addition to this ongoing work, we will be continuing to prioritize class size / composition / remedy, bargaining, and teacher workload concerns. Please remember that my door is always open and I am only a phone call away for any question, big or small. However, that being said, the CRDTA office will be closed on Thursday, November 11, for the observance of Remembrance Day. Our Office Manager, Michele Myers, will be in on Friday 8:00-3:00, but I will be out of the office on Friday, Saturday and Sunday. Please be aware that I may not return calls or emails until Monday, November 15.

## Vaccine Mandate

On November 9, 2021, the Campbell River School District Board of Education, announced that it will not mandate COVID-19 vaccines for staff. They based this decision on the guidance and expertise of health professionals and the most current information provided by these experts. Some of the data included information provided by the North Island Medical Health Officer that showed that communities served by the school district have high vaccination rates that continue to rise daily. From a BCTF survey, we know that teachers are vaccinated at a higher rate than the general community. While a vaccine mandate for K-12 staff is one of many interventions available, health officials advised it would have a limited impact on transmission rates because of the already high community vaccination rate, adherence to public health measures, and the fact that schools are not a primary source of COVID-19 cases within the community. The CRDTA is not surprised by this decision.

When the province decided to download this decision to each individual school district instead of a provincial mandate, we knew that many districts would feel that it would be problematic to implement. In order to invoke a mandate, there were many considerations and a data collection process that districts would be required to do, and there just wasn't much in the way of support and resources being provided to do this work. In light of this decision, the CRDTA will continue to advocate and call on the district and the provincial government to protect workers and students through other public health measures, such as the mask mandate, staying home when sick, hand hygiene and ventilation maintenance and upgrades. Of most vital importance will be communication of exposures within schools to staff and the broader community. If exposure incidents are communicated in a timely manner with more transparency, parents and staff can make informed decisions based on their own medical and / or personal circumstances. While our district is not mandating staff vaccination at this time, our board continues to encourage all who are eligible to get vaccinated and supports Island Health's vaccination efforts; the CRDTA echoes that call.

## Parent Teacher Conferences

The CRDTA is continuing to work with the Board on ways to ensure that parent/teacher conferences are provided in ways that make all staff feel safe. Please stay tuned for further information.

## Bargaining Survey Coming

Our collective agreement is up for re-negotiation this school year, giving us a fresh opportunity to work together to solve our collective problems and secure better working conditions for educators in our district.

A survey link was sent to your personal email account on file with the CRDTA on November 9 and can be accessed until 7:00PM on Monday, November 15th. Our local bargaining committee will use the results of this survey when crafting local bargaining objectives and all local members will have the opportunity to discuss the results and set local bargaining objectives at the CRDTA General Meeting on November 17, 2021.

## Remembrance Day

November 11 is Remembrance Day, a day set aside to reflect on the sacrifices made by Canadian soldiers and those they left behind at home, to ensure that our Canadian traditions and values remained intact. I hope everyone takes a moment to honour those brave men and women in a way that connects to you; wear a poppy, visit the cenotaph, take a moment of silence, say a prayer, thank a veteran, or reflect and honour in another way that is personally meaningful. It is also an opportunity to further educate ourselves on the stories that are finally coming to light in a broader consciousness. Individuals, whose actions have not been reflected accurately in history, such as Indigenous, People of Colour, Women, Resistance Fighters, and Conscientious Objectors all had vital roles to play in the successes and ultimate victory of the Allied Forces. For some it is a difficult day to remember, for others it is a day to learn and understand. For all of us it is a day to be grateful for the actions of the brave men and women in our history that paved the way for our future freedoms and liberties.



- If you have moved, changed names, personal email address etc., please let the CRDTA office know.
- We have a member portal with our new website. Please go to [www.crdta.ca](http://www.crdta.ca) to register for the member portal.
- The CRDTA is the best resource for ensuring you are getting accurate information regarding the Collective Agreement.
- Reminder to track and check all calculations on your paystubs with respect to pay, experience credit, seniority, pension etc.

## What's Happening

- ❖ November 11 – Remembrance Day
- ❖ November 17 – General Meeting
- ❖ November 25 – Student Led Conference / Parent Teacher Interview Day

### October Newsletter Draw Winners

Congratulations to Angel Murphy and Shannon Hagen! The local business we chose to support for this draw was Bough and Antler Northwest Goods.

For November's draw, send an email to [crdtamanager@telus.net](mailto:crdtamanager@telus.net) with feedback on what you think about the monthly newsletter. Draw will take place on November 30.

### CRDTA CONTACT INFO

#### Debra Coombes, President

CRDTA Office: 250-286-1663

Email: [lp72@bctf.ca](mailto:lp72@bctf.ca)

Hours: 8:30-5:30, but these hours are flexible depending on commitments

#### Michele Myers, Office Manager

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Hours: Mon. – Fri. 8:00-3:00

Please contact us if you have questions or concerns regarding your rights.

