

# NOTEBOOK

Issue #4 October 25, 2024



## ESA Sick Leave for TTOCs

On March 31, 2022, the Employment Standards Act (ESA) changed requiring employers to provide a minimum of five paid days for personal illness or injury per calendar year. This applies for all employees who have been employed for 90 consecutive days. On June 13, 2022 the BCTF filed a provincial grievance that raised several concerns regarding the ability of teachers in all school districts to access the paid illness or injury leave. On August 19, 2024 Arbitrator Hall made a ruling in favour of the BCTF.

**As a result of this award, districts must provide ESA paid leave to TTOCs who decline a call that they would have worked "but for" illness.**

It is important to note that this is a change from how many districts, including North Vancouver School District, were applying the new law. Prior to this ruling, TTOCs were only eligible for this sick day if they had already accepted a dispatch and then cancelled the dispatch due to illness. The arbitration ruling states that TTOCs who decline a dispatch due to illness are eligible for this sick day, as well as those who cancel a previously accepted dispatch.

The North Vancouver School District has created a FAQ as well as a link to apply for this leave. [Employment Standards Act Changes re: Illness/Injury Leave FAQ - Human Resources \(sd44.ca\)](#)

A second aspect to this award is that, **Districts will also have to provide remedies to TTOCs who were wrongly denied ESA paid sick leave over the past two years.**

The BCTF is still negotiating with the Employer remedies to TTOCs who were denied this leave over the last two years. The NVTA will provide members with more information when it is available.

**Sick Leave requests for all other employee has not changed and will continue as normal.**

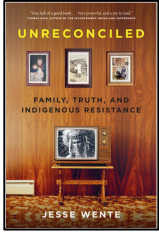
Please contact Robin Deleurme at [robin@nvta.ca](mailto:robin@nvta.ca) if you have any questions or concerns.

# HAPPY HALLOWEEN

## TO ALL OUR STUDENTS!



A message from the North and West Vancouver Teachers' Associations



# SAVE THE DATE! Friday, February 14, 2025

## NVTA Pro D Conference 2025

*Innovate, Educate, Inspire:  
Transforming Teaching and Learning for Tomorrow*

We are looking forward to welcoming Jesse Wenté, author of *Unreconciled*, as the keynote speaker at our district-wide conference in February.

*“Wenté is an Anishinaabe writer, broadcaster, and arts leader. He's best known for the more than two decades he's spent as a columnist for CBC Radio's Metro Morning. After working at the Toronto International Film Festival, he was named the first executive director of the Indigenous Screen Office in 2018 and was appointed chair of the Canada Council for the Arts in 2020.”*

If you are interested in receiving a copy of Jesse's book, please e-mail [prodchair@nvta.ca](mailto:prodchair@nvta.ca) with your name and your school and we will get a copy to you in the milk run. If your school is interested in running a book club in the lead up to the conference, please contact Angelee Bulsara at [prodchair@nvta.ca](mailto:prodchair@nvta.ca) for more information.

### Conference Workshop Call-Out!

Are you interested in presenting a workshop at the NVTA Pro D Conference on Friday February 14, 2025?

Please contact Pro-D Chairperson Angelee Bulsara at [prodchair@nvta.ca](mailto:prodchair@nvta.ca).

A fillable workshop booking form is available for download at [nvta.ca](http://nvta.ca).

Please fill it out and e-mail it to [office@nvta.ca](mailto:office@nvta.ca).

### NVTA SPECIAL GENERAL MEETING

**Wed. October 30, 2024**  
3:30pm – 5:00pm  
Zoom Meeting

**TOPIC:**  
**Local Bargaining Objectives**

All members are encouraged to attend this important meeting.

We are excited to invite all members to the  
**2024 Holiday Party!**  
*Let us buy you a glass of holiday cheer 🍷*

**When:** Friday, December 6, 2024  
3:30 pm – 7:00 pm

**Where:** Angry Otter Tap & Forno  
(1015 Marine Drive, North Vancouver)

**HAPPY**  
*Diwali*

BC's public school teachers are proud to join in the celebration of Diwali.  
We are all enriched when we share our cultural traditions.

A message from the North and West Vancouver Teachers' Associations