



Newsflash

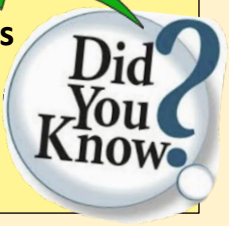
Pro-D Headcount on Oct 15th and Pro-D \$ / dispersal will be happen in late October
Oct Provincial Pro-D Day is Friday, Oct 25th / pay attention to guidelines for work rules for this day
Health & Safety SURT Nov 5th on Incident Reporting/Violence Prevention
TTOC late June Survey Results posted on SOSTU website
All teachers are encouraged to read the report
School Board Trustee elections will happen in Cawston / Keremeos 3 candidates for 2 positions (current board chair is running in this area)
Trustee Election is Oct 17th
Acclamations in Osoyoos and Oliver although there are 2 new trustees

Health and Safety Reminders

It is your duty to report any health and safety concerns to one of your school JOHSC members
What needs to be reported?

- report all incidents, near misses, threats, and physical and emotional injuries regardless of perceived severity
- if the initial report was verbal, follow up with a written report (VIR, 6A)

Reports must be made to a supervisor as soon as possible.



Receiving New Students- Safety Plans and Violence

Workers have the right to know about students who might pose a safety risk to staff or students. If a new student is coming to your classroom who has a safety plan or has been involved in violent incidents, your supervisor must disclose this information to you prior to the student attending your class.

Refusal of Unsafe Work FAQs

- 1) Can an undue hazard exist when working with a student?
Yes, however, each situation requires a review to ensure that control measures are sufficient. If controls are in place and communicated through a Worker Safety Plan, it is less likely that an undue hazard exists.
- 2) Does WorkSafeBC expect elimination of the hazard when it comes to violence involving students' actions towards workers?
The Regulation outlines that the employer must establish procedures, policies and work environment arrangements to eliminate the risk to workers. If elimination is not possible, then they must establish procedures, policies and work environments to minimize the risk to workers.
- 3) Working with a student who exhibits externalizing behaviour causes me to be anxious. Can I refuse unsafe work?
No. Feeling uncomfortable does not necessarily constitute an undue hazard in the workplace. You may wish to discuss your concern with your employer. A worker requiring accommodation for a diagnosed medical condition that may affect their ability to safely perform the work should discuss this limitation with their employer.