



# Teachers Bargaining Unit Monograph Inclement Weather

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Your safety is important. Do not feel pressured to travel if you do not feel safe to do so. We believe that the Board also wants you to be safe. Unfortunately, we have had tragic events occur due to members travelling during unsafe conditions.

Our Collective Agreement states for Inclement Weather in **Article 26.5**:

“In the event of extremely severe weather, (e.g. cancellation of bus transportation) or if a public road is not ploughed for the day, the Teacher, after consultation with his/her administrator, may be directed to report to an alternate Secondary school, or report late to his/her school when road conditions permit. There shall **be no loss of pay** for the Teacher. Such leave is not deducted from accumulated sick leave.”

Here is the expected sequence of events on a severe weather day:

- ➔ Principal initiates the phone tree (or other mechanism) to inform teachers that the buses are cancelled.
- ➔ You report to work if travel conditions permit you to do so.
- ➔ If you don't feel it is safe to travel, keep your administrator informed by regular calls to the office stating you still feel it is unsafe to travel; continue to monitor the weather and go to school when/if conditions allow.

If you are directed to report to an alternate Secondary school, please inform the President or the District Officer of this. The language in Article 26.5 states “may be directed to report to an alternate Secondary school”, but it also says “report late to his/her school”. Members should not direct themselves to another secondary school. Instead, they should communicate with their school administration and try to get to school when it is safe to do so.

If you do not report to work at all on the inclement weather day, because you do not feel safe to travel, you will need to fill out a short-term leave form and indicate “Inclement Weather Leave”. This is NOT a personal leave day nor is it a sick day. This type of leave does NOT affect your personal leave day or sick leave day balance. Please inform the President or the District Officer if you are told otherwise.

If an inclement weather day happens on a day when a Member was intending on doing an activity that requires an Occasional Teacher, it is up to the administration, NOT THE TEACHER, to cancel the Occasional Teacher. In the past, some members have been given instruction to cancel their own OT. This is fraught with problems, including not knowing who to cancel. It is an administrative job, not a Teacher's job.