



BCTF

British Columbia Teachers' Federation A Union of Professionals
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December 4, 2018

By email

[REDACTED]

Attention: [REDACTED]

Dear [REDACTED]:

**SUBJECT: BC Public School Employers' Association / SD#36 (Surrey)
-and- BC Teachers' Federation / Surrey Teachers' Association
General - Contracting Out [Theatre Lighting] Provincial Matters Grievance
BCTF File No. 36-2017-0004; Local File No. 16-17-007**

Further to the mediation that took place today before Arbitrator [REDACTED], we confirm that the parties have agreed to resolve the above referenced grievance on the following terms:

1. The employer will have the lifts identified by the 2015 safety audit as being in good repair inspected. If the conditions of the lifts have deteriorated, the employer will ensure reasonable repairs are made. The employer will further have the lifts which were identified as needing repair in 2015 repaired or replaced.
2. The employer will provide training in lift use for theatre teachers who are working at sites which had lifts in 2015 or have since acquired lifts.
3. The employer will conduct annual inspections of lifts.
4. Theatre teachers may use lifts in the following circumstances:
 - they are comfortable doing so;
 - they have completed lift training referred to above and will be certified to operate the lift;
 - the school principal is satisfied that the teacher has a reasonable safety plan in place; and
 - the teacher is utilizing the lift consistent with the safety plan and district guidelines.
5. The employer will consult with theatre teachers identified by the STA as well as other representatives of the STA over the next three years on issues relating to theatre safety, particularly working at heights. Discussions will occur a minimum of three times in the 2018-2019 school year and four times each subsequent two school years including, but not limited to:

