



Issue 13

May 10, 2004

## NEWSLETTER OF THE DELTA TEACHERS' ASSOCIATION

### President's Column

As members continue to recuperate from the roller coaster ride of last week-end, I would like to thank Delta Executive Committee and Staff Reps for attending emergency meetings at the DTA office on Sunday afternoon. Also, many thanks to Delta teachers for supporting the HEU by visiting picket lines and walking with HEU employees as they went on strike and then defied Premier Campbell after his government imposed Bill 37 on them. No teacher would have voted to accept a bill that rolled back our wages 15% - retroactive to the beginning of the month, increased our working hours without increased pay, demanded benefit concessions that had been negotiated and promised further job losses and no job security.

I believe that the willingness of BC teachers and other labour organizations to join the protest helped convince the provincial government to back down from its stance and again talk with HEU. While the outcome was less than HEU hoped for, it was the best they could do to mitigate the mean spirited provisions of Bill 37, especially job security.

Teachers have felt the wrath of the Campbell government in the last three years. After imposing a legislated contract on teachers, the government passed Bill 28 which stripped our collective agreements. Eric Rice was assigned as the stripper. After the BCTF successfully challenged Rice's work in the Supreme Court, the government passed Bill 19 two weeks ago that entrenched Rice's work in legislation. Also imposed on teachers was Bill 51, which made wide sweeping changes to the College. Our working lives have been seriously impacted by the Liberal government.

*If ever there was a reason to get involved in the next provincial election, the plight of HEU workers should galvanize citizens into action. Teachers cannot condone a government that bullies its electorate and demonstrates no respect for unions and working people.*

*Val*

### A POLITICAL PROTEST IS NOT A STRIKE

The call for withdrawal last Monday in support of HEU was political protest, not strike. Under the Labour Relations Code, we have the right to strike, but only when we are in collective bargaining and only after a provincial strike vote. Every member has the right to vote, and therefore an opportunity must be provided to exercise that right. Policy and procedures governing strike votes can be found in the Members' Guide 44.12 and 44.14 on page 140. Procedure 44.04 also speaks to members complying with BCTF job action strategy. The Code of Ethics, #8, also applies.

Political protest on the other hand is a citizen's right and that also of organizations. It is not a strike as defined by the Labour Relations Code. It may be spontaneous, as was largely the case in the HEU dispute. It may be fast moving - also the case this last weekend. Also, BCTF zone meetings held on Friday all around the province provided input which contributed to the momentum and the call for action. Much as we might like and encourage and persuade members to join a political protest one that goes even to the point of withdrawal of services, at the end of the day it is up to the individual to join the protest in whatever form it takes, stay home, work elsewhere or work as usual. Thus it does not usurp the individual's right to make individual decisions. Some would view it as a responsibility of membership in the organization to do what the organization is requesting or advocating. The BCTF Executive Committee is elected annually to make decisions on behalf of the membership, especially in emergent or crisis situations. Obviously, some members may not like some of these decisions some of the time, while most members agree or go along with them. I reiterate, the individual makes the final decision to participate or not in a political protest.

*Jan*

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**DTA ANNUAL GENERAL MEETING  
TUESDAY, MAY 11, 2004  
SEAQUAM SECONDARY 4:00 P.M.  
DAYCARE PROVIDED  
WINE & CHEESE SOCIAL TO FOLLOW**

# "HELLO HEALTH"

It's already May and the school year is racing to another conclusion. As you approach final field trips, sports days and band tours keep in mind your own safety too. Will you play baseball in the staff/student competition? Are you still able to carry a canoe on your shoulders? While the WCB will help you if you injure yourself, the best approach is to avoid the injury in the first place and to go into your summer tired but healthy.



Have you enjoyed helping your colleagues as the site committee representative? Consider coming to the DTA AGM on the 11<sup>th</sup> to allow your name to stand for our DTA OH&S committee. More interesting training, more camaraderie with proactive, positive members, and free doughnuts and strong coffee once in a while...what more can I say ☺. Please contact the DTA office if you would let your name stand for this committee. See you at the AGM!

*Jeanie Lucas*

DTA 2<sup>nd</sup> VP and OH&S Chair  
[jazyjeanie@hotmail.com](mailto:jazyjeanie@hotmail.com)

## Dates to Remember:

- May 13<sup>th</sup> PD workshop DSS 1-4:00 p.m.
- May 19<sup>th</sup> PD Contacts R/C 1-4 p.m.
- May 19<sup>th</sup> PD workshop R/C 4-6 p.m.
- May 20<sup>th</sup> Layoff meeting DSS 4:00 p.m.
- May 26<sup>th</sup> TOC meeting 4:00 p.m. DSS

## BC EXCHANGE TEACHERS' ASSOCIATION

Invites you to attend an orientation meeting.

**Saturday, May 15, 2004**

**12:30 – 3:30 p.m.**

**Schou Education Centre  
4041 Canada Way, Burnaby**

**Cost \$10 per family**

Please contact Terri Maltais if  
you plan to attend at  
**604.463-6621**

## Staffing Process - Post Round Two Vacancy Opportunities

The Board and the DTA have agreed to include on a pilot basis this year an addition to the staffing process outlined in **STAFFING TIMELINE 2004 – 2005**. (This should be posted in your staff room or see your Staff Rep.). This additional opportunity to post into vacancies prior to July 1 should be helpful to Delta teachers, but there are some cautions and requirements.

- Vacancies that arise from the second round or those that arose too late to include in round two will be posted on the Delta School District Web site  
<http://web.deltasd.bc.ca>  
Click on Employment Opportunities, Teaching
- These posting do not constitute a "round"; they will not be faxed to schools/ other work sites, or combined in a booklet, as is the case for Posting Booklet #1 and Posting Booklet #2.

- The timeline will be short, and in some cases, very short. The postings will appear as they become available and therefore they will not all show up at the same time. The closing date and time will be the same for all – June 30, 4:00pm. There will be no extensions. Successful applicants will be notified on Monday, July 5, 2004.
- Interested teachers should monitor the Employment Opportunities site continuously after the second round of postings closes (June 21), as vacancies will be posted as soon as principals notify Human Resources of their existence.
- Be forewarned that there may be glitches in the system this year as regards this additional posting opportunity. However we believe it may be helpful to you to have this additional opportunity.

## DTA RETIREMENT RECEPTION

**Monday, June 14, 2004  
4:00 – 5:15 p.m.**

### Delta Town & Country Inn

All district employees are invited to attend this reception.

A dinner for retirees and all DTA committee members will follow.

