



BCTF/DTA Strike Enters 23rd Week

As we near the end of the strike's 23rd week, teachers are wondering what will happen next. The provincial table is stuck in a repeating feedback loop of "statement, questioning, and restatement". In Delta, our locally tabled language has been in abeyance since early December, when the BCTF advised locals to transfer all locally tabled provisions to the provincial table for handling there. BCPSEA's unchanged position calls both for concessions and acceptance government's net-zero (sub-zero) mandate. In contrast, the BCTF last week proposed a revised, reduced package including provisions for Salary, Benefits, Leaves and Preparation Time. In response, BCPSEA failed to appear at last Friday's previously-scheduled bargaining session. Clearly, this is a case of BCPSEA's absence speaking louder than words.

Despite the fact that we have been on strike now for over 23 weeks, teachers are still planning lessons, teaching students, evaluating results and communicating with parents regarding student progress, while continuing to say "No" to the employer in very specific ways. In addition, teachers are continuing to be paid during this phase of job-action. This is a huge benefit to us which cannot be overstated.

Given the current, dysfunctional context of provincial bargaining, a negotiated settlement -- our preferred option -- seems highly unlikely. And the possibility of some kind of escalation, or remedial government legislation, must be acknowledged as real possibilities in the near term, barring a sudden outbreak of 'focused and productive' negotiations. As the provincial legislature reconvenes on February 14th, teachers will be watching carefully, to see what government's intentions are.

DTA Office Renovation Project

For members who may not yet know, the DTA has successfully concluded our decade-long search for suitable premises for our offices and committee rooms. The DTA's new location will be in the Delta Professional Building at the corner of Elliott St., and Trenant Ave., in Ladner Village. The DTA has contracted RED Design, a firm of proven track record, to manage our renovation project, which will commence this month, with completion in early summer. The goal for the DTA is to vacate our current premises in July, and to complete our move ready for school opening in

September.

Summary Grievance Report

In the past month, five of six DTA grievances previously referred to the BCTF legal department for consideration for arbitration have been accepted. The following is a summary of those grievances:

1. Denial of Severance:

A teacher who was in receipt of a Notice of Layoff elected for Severance Pay in lieu of Right to Recall. The Collective Agreement states that if the employer is not able to re-engage a teacher who has received a Notice of Layoff, the employee may elect for Severance Pay instead of Recall Rights. The employee was subsequently laid off, and elected to receive Severance Pay. The request was denied by the employer. The teacher, who had applied for multiple positions, and had not been contacted by the employer nor offered a position.

2. Changes to Department Head FTE/ Allowances:

In this case, a Secondary Principal made changes to the department head structure in the school without consulting the Union. The FTE and allowance of the positions were reduced, meaning that department heads were doing the same amount of work for a reduced allowance. In addition, Article E.29.2, states that the Board, "must consult with the Union if there are any changes made to a position of Special Responsibility, such as a department head."

3. Early Return from Maternity Leave:

In a number of cases, Delta teachers who have attempted to return to work early from Maternity/Parental leave have been denied by the employer. Some of these teachers were told that they had to return at a "natural break" in the school year and that they could work as TOCs in the meantime. The union is grieving this as contrary to both the Collective Agreement and the BC Employment Standards Act.

4. Teachers Forced to Stay in Term-Positions Until Full Return of Incumbent:

In at least two separate cases, Delta teachers in term-specific positions were forced by the employer to stay in a job until the full return of the incumbent. In these cases, the teachers had to continue in their respective positions



at a significantly decreased FTE, instead of being able to leave the position and apply for other jobs. This meant that more senior teachers on the recall list were forced to stay in term-specific positions that continued to diminish over time, while other more junior recall teachers were placed in positions with greater contract status. Additionally, the Union is grieving that the employer changed the wording and conditions of the term-specific contracts throughout the year. The Union believes these actions violate the Collective Agreement.

5. Loss of Seniority:

Recently, a number of Delta teachers have lost their Right to Recall because they have not been able to obtain positions within the appropriate timeframe. When these teachers were able to get rehired by the district, they discovered that they had lost their seniority. Article 22.9 of the Collective Agreement states that, "continuity of service is not broken by termination and re-engagement", and therefore the Union position is that seniority should be reinstated when a teacher re-hired to a contract position.



STAFF REP TRAINING

Thursday, February 16, 2012 → 8:30 - 3:00
Delta Manor Education Centre

WORKSHOP: Module A: The BCTF Code of Ethics
Module C: Social Networking and New Technologies

Call Marilyn at 604-946-0391 or e-mail marilyn@deltateachers.org to confirm your attendance and obtain your release code.

JOB SHARE MEETING

Teachers interested in job sharing in the 2012-2013 school year are invited to an information meeting.

Thursday, March 1
4:00 pm at the DTA Office

Job share approvals must be renewed annually.

Condolences



The DTA sends its deepest sympathies to the family and friends of **Euda Ferguson** who passed away on December 9. Euda was part of the Learning Support Team at Jarvis Elementary.

2012 BCTF AGM DELEGATES

Arabella Bowman	South Park
Annie Coblin	McCloskey
Marianne D'Souza	TTOC
Janice Falk	Hellings
Simon Isbister	DTA
Mal Johal	Delview
Eileen Ko	TTOC
Revina Kullar-Bains	McCloskey
Trish McCullough	McCloskey
Elen Nikas	Sands
Jan Palmer	Jarvis
Stefanie Rainaldi	Seaquam
Trevor Spilchen	SDSS
Phyllis With	Cliff Drive
Peter Yang	Hellings

Alternates:

Sukhy Dhillon	Hellings
Matthew McKay	SDSS

Local Representatives:

Toby Mundy	Seaquam
Pat Truelove	Sands
Karen Symonds	NDSS

PAID EDUCATIONAL LEAVE

Teachers interested in making application for Paid Education Leave (60%) for the 2012-2013 school year must submit an application to the Human Resources Division by **MARCH 31, 2012**. The application form can be found on First Class, under the All Staff Conference > District Departments > Human Resources > Teaching Staff.

One of the main criteria for this leave is that the candidate shall have been employed continuously by the Board for five (5) years prior to being granted Educational Leave.

Please review Article G.29 of the current Collective Agreement to ensure eligibility.

Educating for the Future

BCTF conference for new teachers, student teachers, and new TTOCs

March 2-3, 2012

Radisson Hotel Vancouver Airport

Conference registration information and program available on the BCTF website

bctf.ca/NewTeachersConference2012/

Registration opened January 2012