



## President's Column

Date: October 31, 2013

Issue: #2

### BCTF Bargaining Update

Bargaining at the provincial table has now resumed after a long Summer hiatus, which was eventful to the extent that government changed the BC Public School Employer's Association's (BCPSEA's) bargaining team and mandate. The government dismissed the BCPSEA directors and replaced them with an appointed 'administrator' and lead negotiator. Last month, the two parties delayed bargaining until the hearings into the remedy for Bills 22 and 28 were finished. The BCTF is seeking a remedy that addresses the stripping of our collective agreements in 2002, and upholds our right to bargain collectively. Now that bargaining is once again underway, we are asking government to move away from their proposed 10-year deal, and to instead bring solutions to the table that provide real improvements to the benefit of teachers and students. Our priorities: 1) a fair and reasonable salary increase; 2) improved class size and composition language; and for students, 3) improved access to specialist teachers.

### Government's proposed 10-year contract

The BCTF response to government's proposed 10-year contract proposal would require teachers to give up our collective right, (newly regained), to bargain class size & composition, staffing issues, supports for students with special needs and classroom resources. Important issues such as class size and composition and funding would be determined unilaterally by government. Our collective agreements would be frozen for a decade, eliminating any possibility for improvement to benefits, preparation time, or any other of the terms and conditions of employment. For these reasons, our union finds it impossible to accept government's 10-year proposal. While open to the possibility of a longer-term contract, our union is holding fast to the position that whatever term is negotiated, it must be fully funded by government.

### Provide feedback to your Staff Union Representative

At this week's Staff Representative Assembly, Staff Reps were asked to call DTA meetings at their schools and worksites to address four important questions related to provincial bargaining. With the resumption of provincial bargaining this week, each union member has an important contribution to make to our collective effort to achieve a successful, negotiated outcome. Please take the time to share your best advice with colleagues *and* the union. Your insights are taken very, very seriously; they may prove vital to our future success. If you have not already attended a union meeting and would like to provide feedback, please contact the DTA via phone, or send an email directly to me.

### Membership engagement is a top priority of *your* union



Since the beginning of September the Executive Committee of the DTA has identified membership engagement as a top priority for the union. Perhaps you've noticed. Since the beginning of school, Paul and Arabella have been paying informal lunch-time visits to schools in Delta. So far, we have visited 16 schools with another 20 scheduled for visits over the next couple of months. These visits have proved invaluable in helping us stay current with the daily concerns of our membership. They've also proven to be excellent opportunities for two-way dialogue, in contrast to the more one-way communication which is often the case during a lunch-time union meeting. If your school hasn't yet been scheduled for one of these informal visits, don't wait. Contact the DTA and we'll do our best to accommodate the needs of DTA staff at your school or worksite. And even if we have already been to your school, there's no reason why we can't schedule another visit – just as soon as you might want us to attend. Just pick up the phone, email, or write. The DTA is here for you.

### Why we teach

Every teacher must have, at least once, have turned their mind to the question of why they became a teacher, especially in light of the many challenges we have faced, as individual teachers, but also as teachers working together over the course of a few or over many years.

Given the choice you made to be a teacher in the first place – the answer to the question of 'why' we became teachers, and assuming you have stayed with it long enough to end up reading this teachers' union newsletter, where did you get the courage, hope, and fortitude to stay with teaching as long as you have?

In short: Was courage factor into your decision to enter teaching – or not?

Given your decision to enter teaching, what has been the basis of your hope, then and now? How did it feel, to go into teaching? More importantly, perhaps, how does it feel now?

I would like to hear from teachers about questions like these, to profile a series of conversations with teachers about teaching – about the things we have taught, but also about the things we have learned over the course of a very few, or over many years.

I'd also like to explore ways that we might share our insights with one another. There's still a lot that we might learn.

## ***Nurturing the Love of Teaching***

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

February 28 - March 1, 2013

Radisson Hotel

8181 Cambie Road, Richmond, BC

- ✓ visit resource fair
- ✓ attend workshops
- ✓ network with other new teachers
- ✓ collect valuable classroom materials

Conference registration information and program are available on the BCTF website:

<http://bctf.ca/NewTeachersConference2014/>

**Registration opens January 13, 2014**

## **“Factor 88” ~ Withdrawal from Long Term Disability Plan**

Teachers aged 64 or whose combined age plus years of service equal “factor 88” are entitled to withdraw from the Long Term Disability Plan provided they have enough sick leave. The combination of short-term disability and 100 sick days will be sufficient to carry them through until they are either 65 years old or have reached “factor 90”. At this point they will be ineligible for long-term disability. Contact the DTA or phone the BCTF at (604) 871-1921 for an application form.

## **TQS Category Changes**

The Teacher Qualification Service (TQS) is responsible for placing teachers on the appropriate category of the salary grid, based on their academic coursework. When teachers have upgraded their coursework, TQS issues category upgrades three times a year. Once you receive your new TQS card, forward a copy to the board immediately. Your pay will be retroactive to the date the card was issued. The onus is on you to give the board this information. Once a school year has ended, the Board will be unlikely to give retroactive adjustments into the previous year. Remember to also update your transcripts with the Board.

## **Aboriginal Education**

1. The BCTF has a *Survey of teachers self-identified of Aboriginal Ancestry*. The purpose of this survey is to collect data that will assist the BCTF in providing support and encouragement to Aboriginal teachers. Please go to this link <http://bit.ly/18z1O3P> to complete the survey. The deadline for survey returns is Friday, November 29, 2013.
2. The DTA is seeking a teacher-librarian volunteer to maintain a small collection of Aboriginal Ed teacher resources for teacher sign-out. Please call Debbie at the DTA office (604-946-0391) or email [debbie@deltateachers.org](mailto:debbie@deltateachers.org) if you can help.

## ***Condolences***



The DTA sends its deepest sympathies to the family and friends of **Al Loewen**, who passed away October 16, 2013. Al began his teaching career in Delta in 1976 and taught PE and Math at Sands Junior Secondary and Delta Secondary. He retired in June 2010.

## ***DTA Scholarship Winners***

<b>Burnsview</b>	Chelsea Santos
<b>Delta</b>	Jordy Cunningham
<b>Delview</b>	Travis Blandford
<b>North Delta</b>	Mykayla Riley
<b>Sands</b>	Meaghan Zwick
<b>Seaquam</b>	Olivia Jay
<b>South Delta</b>	Shawna Pennell

## ***“Tad” Boyes Scholarship***

Congratulations to Shelby Hughes, 2013 recipient of the \$800.00 “Tad” Boyes Scholarship. Shelby is the daughter of Karen Hughes (Cougar Canyon Elementary). Shelby’s career goal is to become a pediatrician.

## **Dates to Remember November 2013**



- **November 6** - TTOC Social, 3:30 pm, Esquires Coffee House, 11146 - 84th Avenue, North Delta
- **November 19** - DTA Executive Committee Meeting, 4:00 pm, DTA Office
- **November 25** - Staff Rep Meeting, 4:00 pm, DSS Staff Dining Room
- **November 27** - PD Committee Meeting, 4:00 pm, DTA Office