



TODAY

President's Column ~ Susan Yao

Date: December 16, 2021

Issue: #3



So glad to be able to report to all of you that the five members of the DTA's bargaining team for this year have completed their round of bargaining with the Delta School District. The DTA's Bargaining Team is comprised of the following DTA members: Susan Yao (President and Local Rep), Alison Roche (1st VP and Bargaining Chair), Kathleen Macfarlane (2nd VP, Local Rep and NDSS teacher), Jeanie McKay (PD Chair and NDSS teacher) and Sandra Cadez (Health & Safety Chair, Local Rep and Hawthorne teacher).

Across the table was Delta's District team: Judy Maranda (Director, Employee Services), Shannon Hunt (District Principal, Human Resources), Nicole Braid (District Principal, Recruitment, Retention and Wellness) and Aaron Akune (NDSS Principal). While the DTA and the District had initially agreed to six dates and commenced bargaining on December 6th, all our bargaining work was accomplished on that first day.

Much of this swiftness can be credited to the hard work of the DTA's Bargaining Committee and team which had done a great deal of planning in advance of bargaining. The DTA is grateful to the insights provided by BCTF Legal and the BCTF Field Service Division, as well as the DTA's Executive Committee, Staff Reps and members who shared their thoughts with us. None of this work is done in a vacuum. Indeed, most of the identified bargaining proposals came from the mashup between the Collective Agreement and practices in the District that come to the attention of the DTA. The whole point of bargaining for a new collective agreement is to find solutions to the problems in the workings of "The System." That's why there is a piece of paper taped to the cupboard in my office titled, "Bargaining Ideas," some of which are labelled "P" for Provincial and some "L" for Local.

The District tabled two items for consideration while the DTA had 13 initial proposals. Some of our proposals were determined to be off the table for the purposes of local bargaining because of the so-called "split of issues." Each local union and school district has a unique collective agreement because it is a compilation of articles that were agreed to at the provincial table as well as those bargained locally. As an example, the article that covers "seniority" (C.2) is a provincial item, whereas the article that covers "Recall Language" (C.27) is local.

Travel Plans?

Here's something to think about if you plan on travelling during the Winter Break: employees planning international travel are advised to ensure their return from travel plans include the Federal Government's border restrictions and measures to allow them to return to work as scheduled following the Winter Break. That means that if you have to quarantine after travel, you will likely not have access to any kind of paid leave. Make sure that you do your due diligence by keeping up with rapidly changing travel advisories.

Donation News!

At the December meeting of the DTA Executive Committee, a motion was approved for a donation to the United Way's United for BC Flood Response Fund. The amount to be sent will be \$800. Donations* made by the DTA are guided by the DTA Constitution and Bylaws in Article 26 and allow for donations to organizations that provide services which are consistent with the goals of the DTA/BCTF.

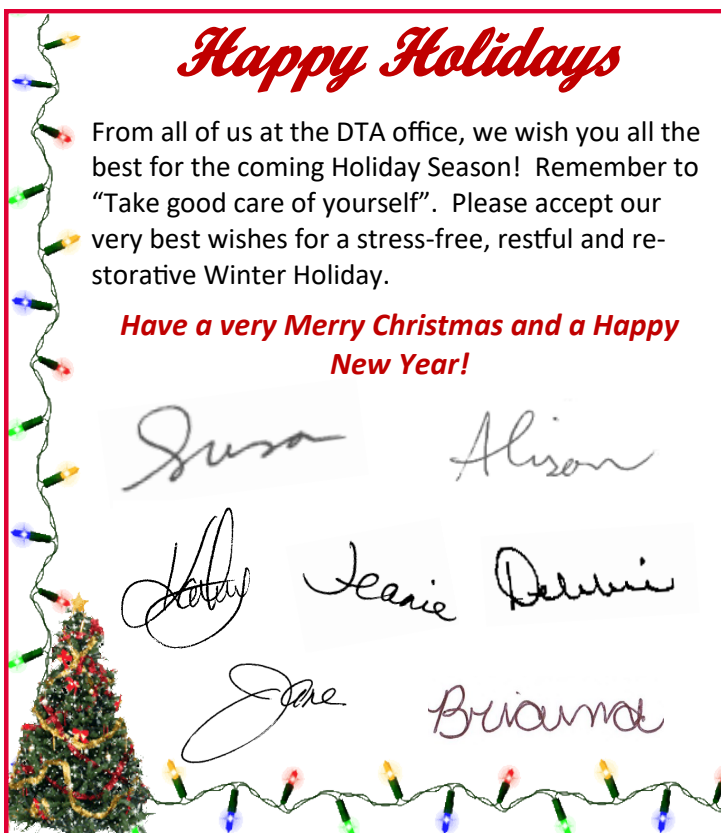
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Happy Holidays

From all of us at the DTA office, we wish you all the best for the coming Holiday Season! Remember to "Take good care of yourself". Please accept our very best wishes for a stress-free, restful and restorative Winter Holiday.

Have a very Merry Christmas and a Happy New Year!

Susan Alison
Alison Jeanie Debbie
Jane Brianna



Donations distributed to date for 2021/2022:

- Delta Life Skills Society - \$800.00
- Union Protein Project (NWDLC) - \$800.00 (requested the funds be directed to the Delta Assist Foodbank)
- United for BC Flood Response Fund (United Way) - \$800

***Please note:** the DTA's donation policy is covered by Article 26 of the DTA's Constitution and By-laws and is an amount equal to one-half of one percent of the annual DTA budget.

Your Wellness:

I want to close with wishes for you to have a break that includes opportunities to look after your own health and wellness. This is a joyous time for many, but also can be difficult for a variety of reasons. It is okay and in fact best practice to look after your own health. There are supports available, so access these as you need:

- Lifeworks (District EFAP program; info on our website under resources) [1-888-307-0590](tel:1-888-307-0590)
- BCTF Health and Wellness (<https://www.bctf.ca/redirects/retired-pages/wellnessx>)
- Pacific Blue Cross benefits (<https://service.pac.bluecross.ca/member/login/>)
- Crisis Lines:
 - Anywhere in BC 1-800-SUICIDE: [1-800-784-2433](tel:1-800-784-2433)
 - Mental Health Support Line: [310-6789](tel:310-6789)
 - Vancouver Coastal Regional Distress Line: [604-872-3311](tel:604-872-3311)



DTA General Meeting Tuesday, February 1, 2022 4:00 - 6:00 pm

- Election of BCTF AGM Delegates

BCTF Annual General Meeting March 19 - 22, 2022

Attend the BCTF Annual General Meeting and learn about your union, discuss and debate issues that matter to you and your colleagues, hear guest speakers discuss education and labour issues locally and worldwide, elect Executive Committee members, and connect with teachers from around the province!

If you are interested in letting your name stand for election to our delegation, please call or email Debbie at the DTA office at 604-946-0391 or debbie@deltateachers.org.

Preparatory meetings for elected delegates will be held:

- Tuesday, February 15, 4:00 - 5:00 pm
- Wednesday, March 1, 4:00 - 7:00 pm

Delegates should plan to attend both of these meetings.



Bargaining Dream Team: L to R—Jeanie McKay, Sandra Cadez, Alison Roche, Susan Yao, Kathy Macfarlane

Making Sense of Your Pension, CPP, OAS and Group Benefits: An Essential Workshop from BCRTA

The important decisions that will determine your retirement lifestyle should not be made at the last minute as you fill out your forms. This seminar will prepare you to confidently make choices that are right for you.

All teachers age 50+ should plan to attend one of BCRTA's Pre-Retirement online (Zoom) workshops. The workshops are free. You get great planning materials along with answers to questions you have about your retirement. Please pre-register at <https://bcrtca.ca/workshop>.

The agenda includes: Teachers' Pension Plan, Canada Pension Plan, Old Age Security, and voluntary group benefits. Information about choosing your group benefits (dental, extended health and travel). We show some of the differences between the plans and help equip you to select the plan that best suits your needs.

All teachers are welcome! Sign up takes two minutes and will give you access to all the workshop materials and future updates.

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| ◆ January 19, 2022 - 7 pm | ◆ May 11, 2022 - 4 pm |
| ◆ February 16, 2022 - 4 pm | ◆ May 19, 2022 - 7 pm |
| ◆ March 2, 2022 - 7 pm | ◆ May 25, 2022 - 7 pm |
| ◆ April 6, 2022 - 7 pm | ◆ June 1, 2022 - 7 pm |
| ◆ April 20, 2022 - 7 pm | |

In Memoriam

Edward (Ted) Thorstenson passed away on October 20, 2021.