



## President's Column

Date: December 6, 2012

Issue: #2

### The Year of Provincial Action 2012/2013

The December theme for the BCTF Provincial Year of Action in 2012/13 is Diversity. This month, teachers are encouraged to participate in activities representing the infinite diversity of our students, and to represent this diversity through creative visual displays, outdoors, after dismissal.

In contrast to private schools, public schools are relentlessly even radically inclusive; they seek to celebrate the multiplicity of differences among students, including those that are not easily discerned.

Long before it was current, fashionable, or politically correct to emphasize the issue of bullying, teachers, including Delta teachers, have addressed this issue along many fronts. Issues of real or perceived sexual orientation, racism, sexism, and the diverse, generalized needs of students with special learning needs are all aspects of diversity that teachers are concerned about.

Long after the currently popular focus of government and the media has shifted, teachers, including Delta teachers, will continue to work hard to ensure our schools remain the welcoming, safe, caring, supportive, -- and diverse -- learning environments that our society needs them to be.

December 10th is United Nations Human Rights Day. Combined with the symbolic power and imagery of 'light' as a traditional Winter theme in many cultures, the DTA encourages everyone to incorporate this wonderfully warm, welcoming, and celebratory theme into their schools and classrooms -- and to highlight the theme of diversity. Visit the DTA website to explore a couple of links ([www.deltateachers.org](http://www.deltateachers.org))

### The BCTF 2013 Annual General Meeting

The BCTF Annual General Meeting will begin on Saturday afternoon, March 16, in the ballroom of the Hyatt Regency Hotel, and will conclude on Tuesday afternoon, March 19.

The DTA will be electing delegates to the 2013 BCTF AGM at the February 5th General Meeting. Please consider becoming more actively involved in the work of your union by allowing your name to stand as a delegate to the 2013 AGM.

### BCTF Bargaining Conference

The BCTF Bargaining Conference was held on November 3, 2012. A full report-out of that conference was made 'in-committee' to DTA Staff Union Representatives who were in attendance at that meeting. DTA members who have not attended a DTA meeting at their school or worksite, or Staff Reps who were unable to

attend the November Staff Representative Assembly, and who would like to be fully informed, perhaps via a school visit, should contact the DTA.

### Acceptable Use Protocol

Recently, certain teachers have been reminded of the District's expectations regarding the use of its information systems.

DTA members should be very careful that their use of the employer's email system is appropriate, well within bounds of the Board's "Acceptable Use" protocol, which all employees have had to 'agree' to before gaining access to the First Class and other district information systems.

We also believe that very few Delta teachers have actually read the [Acceptable Use Protocol](#).

Earlier this month, the DTA reminded members to be very careful not to discuss bargaining-related issues via the employer's system, and to ensure their use of First Class email system does not conflict with their teaching, or their professional obligations to their employer, their union, or the community.

Every Delta teacher who makes any use of the district's information system should read the District's Acceptable Use Protocol, carefully consider what it says in light of their past, current, or contemplated future use.

In situations where teachers are concerned that their past or current use of district information system may have been contrary to the district Acceptable Use Protocol, those teachers should contact the DTA for confidential advice.

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## Provincial Standardized Extended Health Benefit Plan

Many of the areas of uncertainty about the implementation of the new Extended Health Benefit Plan have been resolved. The carrier for the new plan will be Pacific Blue Cross. In addition, there were three issues of dispute in implementing the new Pacific Blue Cross EHB plan: the extent of retroactivity of benefits, the availability of dual coverage in locals and districts where it is currently disallowed, and the ability of the employer to unilaterally change the plan provider.

Through mediation, these three issues have been resolved as follows:

- 1) Retroactivity for the new EHB plan is to July 1, 2012;
- 2) Dual coverage will be allowed in all districts/locals in the new standardized plan, effective and retroactive to July 1, 2012;
- 3) If a plan carrier change is contemplated in the future, we will use the same process by which BCPSEA and BCTF chose the new plan carrier (PBC) this round, and any dispute will go to mediator Mark Brown or a mutually agreeable third party for a decision.



### **DTA General Meeting**

**Tuesday, February 5 ~ 4:00 - 6:00 pm**  
**Seaquam Secondary Library**

#### **Agenda Items:**

- Election of BCTF AGM Delegates
- DTA Audited Financial Statements

### **BCTF Annual General Meeting**

**Hyatt Regency Hotel, Vancouver, BC**  
**March 17 - 20, 2012**

**Contact the DTA if you are interested in letting your name stand for election to our delegation.**

**COMING SOON**

### **School & Classroom Issues Workshops**

#### **BCTF Professional and Social Issues Workshop Program**

**January 23, 2013 - Issues in Secondary Assessment**  
4:00 - 6:00 pm

**January 30, 2012 - Conversations about Teaching, Testing and Autonomy**, 4:00 - 7:00 pm

Workshops to be held at the DTA office, #110 - 4977  
Trenant Street, Ladner. Please register with Debbie at  
604-946-0391 or [debbie@deltateachers.org](mailto:debbie@deltateachers.org).



## ***Discretionary Day and Personal Leave Day***

Our new Collective Agreement contains our previously bargained Paid Discretionary Day and Personal Leave Day at TTOC cost, plus three new unpaid Discretionary Days.

#### **Paid Discretionary Day (Smart Find Express Reason #2):**

- Every continuing teacher (full-time or part-time) is entitled to one Discretionary Day per year.
- These days do not accumulate from one year to the next.
- The Discretionary Day can be taken for **any** purpose and can be taken at **any** time during the year.
- You do not need to apply for the Discretionary Day. Use the same process you would use if you were calling in sick, except key into the Smart Find Express System the reason for your absence is your Discretionary Day (reason #2).
- You receive full salary and benefits when you take your Discretionary Day.

#### **Personal Leave Day at TTOC Cost (Smart Find Express Reason #7):**

- You must apply to the Human Resources Department for this day. Application forms are in your school, and on the DTA website. Make your application as far in advance as possible.
- You receive your full salary less the cost of a teacher-on-call for the day.
- This day **cannot**, directly or indirectly, be attached to Christmas Break or Spring Break.

#### **Unpaid Discretionary Day:**

- You must apply to the Human Resources Department for these days. Application forms are in your school, and on the DTA website. Make your application as far in advance as possible.
- These days may be taken on any day of the year. Three days are available per year and they do not accrue.
- These days are unpaid. Therefore, they are not considered to be pensionable time.