



President's Column

Date: September 12, 2013

Issue: #1

CUPE Bargaining Update

The Canadian Union of Public Employees, (CUPE), and government have yet to succeed in coming to agreement despite bargaining well into last weekend.

In a bargaining communique to CUPE members, Colin Pawson, CUPE K-12 Presidents' Council chair, (also local CUPE 1091 President in Delta), expressed disappointment with the provincial government's latest offer. "It shows a real lack of respect for the intelligence of education workers and their ability to add and subtract," said Pawson.

"Unless government changes its position significantly, we need to be prepared for job action. "

Delta Teachers have picket line protection guaranteed under Article A.29 of the Provincial Collective Agreement as it applies in Delta. All DTA members who honour a lawful 3rd party picket line by not crossing it would also be deemed by the local eligible for strike pay, consistent with BCTF Members' Guide Procedure 10.L.12.

CUPE/Government Negotiations are set to resume September 16th.

BCTF heads back to BC Supreme Court

Earlier this week, the BC Teachers' Federation returned to BC Supreme Court to seek restoration of provisions including class-size limits and defined specialist teacher enrolling ratios that were unconstitutionally stripped from the collective agreement in 2002. The BCTF is also seeking a declaration that the provincial government has failed to address the repercussions of the 2011 decision, and is requesting damages for losses.

Nineteen days have been set aside for both sides to present their arguments to Madam Justice Griffin, who also ruled on the 2011 decision. The Judge will determine if the Federation's interpretation is correct and, if so, what damages and/or remedies flow from the government's actions.

Background

On April 13, 2011, teachers won a constitutional challenge to legislation passed in 2002 and 2004 that deleted hundreds of provisions from the Provincial Collective Agreement and removed teachers' right to bargain issues such as class size, class composition and teacher/student ratios

in the future. The DTA will continue to monitor and report to members on this matter.



TTOC Orientation

For the first time in many years, the DTA was invited to participate in the employer's orientation of recently hired teachers teaching on call in Delta. For our part, the DTA used this opportunity to provide an introductory summary of the Provincial Collective Agreement. We also used the time to ask our newest colleagues to identify three questions or areas of concern they find themselves wondering about as they begin teaching in Delta. The results were enlightening, and are very much in line with the questions that all teachers find themselves asking from time to time. A few samples:

- How much work will I get?
- What is the current situation with regard to provincial bargaining?
- How long will it take me to get a contract?
- How does Seniority work?

Most of these questions are important and timely, so the DTA will be providing as much advice as our communications can bear in the days and weeks ahead.

We're already discussing with our office staff possible new ways of conveying information to members, and we'll be consulting with Staff Reps about this as well.

Protect the Integrity of Sick Leave

Contract Provisions concerning District Sick Leave is the subject of Article G.21 of the Provincial Collective Agreement. In Delta, the employer's long-standing practice has been to acknowledge that teachers will inevitably seek recourse to sick leave from time to time, and not to require supporting documentation for Sick Leave absences less than 10 days' duration.

Recently, the employer has reiterated their annual Sick Leave Memorandum and has discussed with the DTA the perceived problem of some teachers booking illnesses well in advance of the date of absence. Specifically, the employer has contemplated restrictions on teachers' access

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to Sick Leave, including 'routine medical and dental appointments'.

The DTA supports teachers' access to District Sick Leave, consistent with Article G.21. At the same time, the DTA supports the employers' request of teachers in the District's Sick Leave Memo, that they, "... make every reasonable attempt to book routine medical/dental appointments outside of school hours".

Every teacher should do their utmost to preserve their Sick Leave entitlement, so that in the event of serious illness, injury, or quarantine, their salary would continue as usual.

DTA General Meeting Fails to meet Quorum

Fewer than 25 DTA members attended the Special General Meeting at Seaquam on September 10th which made it impossible for the meeting to proceed on other than an informational basis.

A motion ratifying locally-negotiated contract language was set aside, as was a DTA motion defining DTA members' eligibility for strike-pay in the event of third-party job action.



Committee Vacancies

Executive Committee

- Local Rep (2 years)

An election will be held to fill the position at the September Staff Rep Meeting. Please call the DTA office if you would like to let your name stand for this position.



DTA Calendar of Events September/October 2013

- **September 30** ~ Staff Rep Meeting, 4:00 pm, DSS Staff Dining Room
- **October 10** ~ Rookie Staff Rep Training, 9:00 - 3:00, DTA Office
- **October 16** ~ PD Contacts Training, 8:30 - 3:00, Brainstorm Room, DMEC

Cancellation of Teachers Teaching on Call

As part of the resolution to Grievance 130 in September 2012, the Union and the Employer agreed that **teachers and TTOCs will not cancel an assignment fewer than 60 minutes before the start of a job, except with extenuating circumstances.** This resolution assures that TTOCs will not be cancelled as they are arriving at a school, and also that classes will not be left without a TTOC.

World Teachers' Day 2013



World Teachers' Day is held annually on **October 5** to celebrate the essential role of teachers in providing quality education at all levels. It also commemorates the anniversary of the 1966 signature of the UNESCO/ILO Recommendation Concerning the Status of Teachers.



Have you changed your name, address, or phone number over the summer?

Please contact the DTA office (604-946-0391) with the information so we can update our records. You will also need to contact Human Resources at the Board (604-952-5356) and the BCTF (604-871-2192).

Category 5+ (PB+15) Information

The provincial language term for Delta's PB+15 salary category is **Category 5+**. As a result of TQS issuing Category 5+ status three times a year, the Board will now upgrade teachers' salary categories for this certification three times a year - August 31, December 31 and April 30. Once you receive your TQS card, forward a copy to the Board immediately. Your pay will be retroactive to the date the card was issued. For example, if your TQS card arrives at the end of May and is dated May 6, you will be paid retroactively to the beginning of May. Remember to have a copy of your transcript sent to the Board for their records.