

Newsletter of the Delta Teachers' Association



TODAY

President's Column ~ Susan Yao

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Issue : #1



Welcome back! This year is a bargaining year! Yes, you read that correctly. The DTA held it's first ever *virtual Special General Meeting* on Tuesday, September 14th via Zoom to vote on Provincial Bargaining Objectives to go the upcoming BCTF Bargaining Conference scheduled for October 28 to 30th. Thanks to all those DTA members who clicked on the link, joined the meeting, participated in the discussion and voted. Seeing that it was a virtual meeting, there was no issue of traffic or limited parking to contend with. That being said, setting up and running virtual meetings of this nature—with voting and debate—are very time-consuming up front and feel somewhat isolating without the in-person experience. I look forward to being able to meet with you in a non-virtual setting once the pandemic settles down...

This is the first time in living memory (well at least ours here at the DTA!) that the DTA is putting forth Provincial Bargaining Objectives. These were shared with members "in committee" at the meeting and voted on in accordance with DTA Constitution and Bylaws. The nine objectives passed were forwarded to the BCTF in advance of the Bargaining Conference. The DTA is entitled to 5 delegates to attend the conference—the local president (myself), the bargaining chair (Alison Roche) and three others to be determined by the bargaining chair.

What does "in committee" mean? In union parlance, it means that it can only be shared with other union members and is not to be shared in print or electronic form. This is to keep a level of security for bargaining and is why it's important for communication structures to be in place at schools, especially this year.

What can you do to prepare for upcoming bargaining? Make sure your school/worksites has an up-to-date **non-District** email/phone list. Why? Well, if the DTA wants to share information with you in a timely way—and **in committee**—we will not be using the district's communication platform(s).

Local bargaining can begin in November and the DTA Bargaining Committee has reviewed the Collective Agreement, past grievances and the results of the recent bargaining survey to identify areas of concern for upcoming local bargaining. We will keep you posted as that process unfolds.



Peer Support Program

The DTA and the District are proud to offer the Peer Support Program, a new joint-venture which aims to provide intensive supports for teachers who could benefit from some intensive "one-to-one strength-based" support for their teaching practice. The timeline for support in the program is usually 6-8 weeks. Teachers may be referred to this program by the DTA or HR or can self-refer but since not everyone can access this program at the same time, there is an intake process. Welcome to Dana MacDonald and Fiona Fraser, the two Delta teachers (and DTA members!) who will be taking on this very important work. If you have questions, let the DTA know.

EC vacancies

Currently we have a few vacancies on our Executive Committee and we encourage you to look at these and consider putting your name forward or encouraging a colleague to do so. We will take names forward to our upcoming Staff Rep Assembly on Monday, September 27. Please see that list elsewhere in this newsletter!

Your Right to Union Representation

Article A.21 of the Collective Agreement (the "Contract") enshrines your right to Union Representation in any meeting between a teacher and their Admin (the Employer, including Principal and Vice Principal). So always take your Staff Rep with you to any such meeting.

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Your school/worksite will have elected Staff Representatives (1 for every 15 teachers) by now and by election for transparency. We don't just assume that last year's reps are stepping up again. They may need/enjoy a break. Others may want to try taking on the role.

And yes, it is not always an easy role to take on. BE GOOD to each other, including your reps. As a rep, there is training upcoming and the support of the DTA. Which means, **it's not all on your shoulders**. These meetings are virtual for pandemic reasons so just follow the Zoom link. We are trying to keep meetings short and to the point.

Is everyone at your school burned out from taking on extra stuff? Absolutely understandable. But the DTA wants every teacher to be informed and that's where Staff Reps come in. Some stuff just can't be distilled in a newsletter or memo from the DTA. You are a conduit for INFORMATION! If you're unsure about representing colleagues in meetings, let us know. We can help with that and we can always step in to do that part.



Cancellation of TTOCs

As part of the resolution to Grievance 130, Teachers on Call not Utilized, in September 2012, the Union and the School Board have agreed to the following:

- Teachers on call will not cancel an assignment fewer than 60 minutes prior to the start of an assignment except with extenuating circumstances.
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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.



Teachers around the province and in more than 100 countries celebrate World Teachers' Day on October 5. World Teachers' Day was proclaimed by UNESCO in 1994 to raise awareness and understanding of the challenges facing teachers every day. It's an opportunity to thank and recognize teachers for all the work they do in classrooms and communities every day of the year to help learners of all ages.

Committee Vacancies

Executive Committee

- Aboriginal Education Chair
- French as a First or Working Language Rep

There are also vacancies on the following committees:

- Aboriginal Education
- Bargaining/Working & Learning Conditions
- French as a First or Working Language
- Professional Development
- Public Education Advocacy
- Social Justice
- Teacher-on-Call Advisory

Elections will be held to fill the positions at the Staff Rep Meetings. Please call the DTA office if you would like to let your name stand for any of these positions.

Factor 90 or 65 years of age?

You can save the long-term fee (approximately 1.2%) from the date you reach age 64 or "Factor 88." Members are no longer entitled to long-term benefits under the Salary Indemnity Plan once they hit "Factor 90" (age plus cumulative service) or age 65. The BCTF does not have access to your personal pension information, so it is up to you to apply to withdraw from LTD.

To get an application, go to: <http://tinyurl.com/7qrrnxx> or call the BCTF Income Security Division at 604-871-1921.



DTA Calendar of Events September/October 2021

- **September 27** - Staff Rep Meeting, 4:00, Virtual
- **October 7** - PD Contacts' Training, 9:00-3:00, Virtual
- **October 12**—Executive Committee Meeting, 4:00, Virtual
- **October 14** - Rookie Staff Rep Training, 9:00 - 3:00 Virtual
- **October 25** - Staff Rep Meeting, 4:00, Virtual