

# STA Examiner

Surrey Teachers' Association

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## Local versus Provincial Bargaining



Denise Moffatt

Since the mid nineties, the recognized bargaining agent for teachers has not been their local association, rather it is the BCTF who holds the authority. The collective agreement contains a letter of understanding and two appendices that list the collective agreement provisions that can be bargained locally and those that must be bargained provincially. This is referred to as the “split of issues.” For simplicity sake local issues can be described as non-monetary and provincial issues as cost items. Further, by law salary, benefits, hours of work and paid leaves must be bargained at the provincial level. At the provincial level, the BCTF bargains with the BC Public Schools Employer’s Association (BCPSEA).

Prior to this, locals had “full scope local bargaining.” They bargained all the provisions in the collective agreement including salary and benefits. Our bargaining team negotiated directly with our local school board and its representatives. Teachers also had the ability to take a strike vote at the local level and could take job action such as engaging in a “work to rule” or “strike.”

Those of us who recall the last few rounds of bargaining know that provincial bargaining for the most part has been unsuccessful (contracts were imposed or legislated) and when we have achieved a settlement in 2006 the provisions bargained were very limited. Local bargaining for the last 15 years has been mostly non-existent as the local split of issues contains few items, and there is no local dispute resolution method. There is, as a result, very little incentive for local school boards to negotiate. Another criticism of provincial bargaining has been that it occurs at such as distance from members that they do not feel connected to the process.

Many locals, including ours, have been making a push at the BCTF Annual General Meeting and Rep Assemblies to make a change to the way that bargaining occurs. An *Ad Hoc Committee on Bargaining Structures* was struck last year to make recommendations to the BCTF Executive. Those recommendations will be coming to locals at the Rep Assembly in early November. We will be engaging in further discussions with members over the next few months as we consider the potential impact and pros and cons of these recommendations.

### H1N1 – Flu Shots

The School District has indicated that they will now be going ahead with the seasonal flu shot program as they have in other years. The program was postponed earlier this year due to information that the seasonal flu shot may interfere with H1N1. However, this concern has now been debunked and the Health Authority has advised that people can receive both the seasonal flu shot and the H1N1 flu shot.



At this time, we are unsure whether the district will also offer the H1N1 flu shot. They are currently trying to work out the details with the Fraser Health Authority. Please be on the lookout for updates regarding the flu shot program.

### Benefits

Pacific Blue Cross ID numbers have changed. Check your last payroll stub for more information.



## **Reconvened STA Annual General Meeting**

**November 18, 2009**

**Eaglequest Golf Centre**

**4:00 p.m.**

### **A G E N D A**

1. **Adoption of Auditor's Report**  
**Moffatt/Turner**  
**THAT we adopt the Auditor's Report of the 2008-2009 financial year.**
2. **Adjournment**

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## **Special General Meeting**

1. **Adoption of Agenda**
2. **Adoption of Minutes**
3. **Guests - Val Windsor, College of Teachers Report**
4. **President's Report**
5. **Finance - Executive Recommendations**
  - a. **THAT we make a recommendation to the General Meeting that the surplus collection of .01% of membership dues since September 2008 not be refunded as the dues holiday provided during the same year compensated for the difference.**

**Rationale:**

**When the fee was reduced by 0.01% the change was not made by payroll to adjust the fee. We are not certain why this occurred. At Category Five Max. this amounted to about \$7.12 for the year. This motion says that since there was a dues holiday of roughly \$42.00 that same year that members consider the overpayment already returned and the matter closed. The fee as passed at the May General Meeting has been corrected for this year. This does not mean that we can't still hope for a dues holiday this year.**

- b. **THAT we allocate \$220,000 from surplus revenue to the Building Improvement Reserve Fund.**
- c. **THAT we allocate \$270,000 from surplus revenue to the Capital Asset Fund.**
- d. **THAT we allocate \$100,000 from surplus revenue into the Unfunded Liabilities Reserve Fund.**
- e. **THAT we allocate \$50,000 from surplus revenue into the Political Action/ Public Education Advocacy Reserve Fund.**
6. **Adoption of Resolutions to the BCTF AGM - Attachment**
7. **Pro-D Draw**
8. **Adjournment**

## Recent motions passed by the BC School Trustees Association

**At the provincial level things are really changing. Continuing the trend that started after elections last fall, trustees are beginning to speak out more publicly on a variety of educational issues from funding to class size and composition. Check out the motions below:**



- ◆ That the BCSTA develop a province-wide advocacy plan to respond to the cancellation of the Annual Facilities Grant program and other proposed cuts to boards of education arising from the September 1, 2009, Province of BC Budget update.
- ◆ That the BCSTA investigate the legal aspects of the cancellation of the Annual Facilities Grant without notice and consider appropriate legal actions.
- ◆ That the government delay the deadline for carbon neutrality until the annual facilities grant is restored.
- ◆ That the BCSTA call on the government to defer implementation of Full-day Kindergarten until it is fully funded and districts are provided with stable and predictable funding to support K-12 Education.
- ◆ That the BCSTA request government to re-allocate \$500 million for the BC Place retractable roof to Health and Education.
- ◆ That the Government review the class size and class composition legislation in light of recent arbitrations.
- ◆ That the BCSTA record their opposition to further amalgamation of school districts with the Minister of Education.

## Surrey Teachers Association Ad Hoc Committee on Aboriginal Education

The October STARA meeting voted unanimously to re-instate the STA's Ad Hoc Committee on Aboriginal Education. The committee will consist of seven (7) members and will make recommendations to the Executive Committee. If you are interested in becoming a part of this committee please complete a CV (available at <http://www.surreyteachers.org/documents/Forms/STA%20Vitae%20.pdf>) and fax it to 604-594-5176 no later than November 17, 2009.

### STA Pro-D Workshops

The STA is sponsoring four workshops on November 13, from 9:00 to 2:30, at the District Conference Centre.

1. Understanding and Dealing with Difficult Student Behaviour
2. Welcome and Valuing Diversity in our Schools and Communities
3. Conversations about Teaching, Testing, and Autonomy
4. Water: A Feminist Perspective

For more information contact your School Pro-D chair. Registration is limited. Please register by FirstClass to Lorna Sheh by Monday, November 9.

### Brian Gray, counsellor at Elgin Park Secondary

Peacefully passed away at home, Sunday morning, October 18. In full palliative care at home since his sudden terminal cancer diagnosis in August, he died the way he lived - with the same gentle grace, candor and humour he has possessed for 57 years.

Touching the lives of many students in a 30-year teaching career, he has taught and counseled students in kindergarten and Grades 2-12; working at Revelstoke, Kamloops, Langley and Surrey school districts.

He leaves behind his wife, Lynn (Morfitt) Gray, 5 children and step children and 1 grandchild.

There will be a "Celebration of Life" at 2:00 PM on Saturday, November 7, 2009 at Victory Memorial Park Chapel, 14831- 28th Avenue, Surrey, BC.

## Scholarships & Bursaries for STA members' dependents

by Chrystal Tagmann, STA 2nd Vice President

It's been a proud tradition in the Surrey Teachers' Association to award 3 scholarships and 3 bursaries of \$4,000 to public school graduates whose parents are STA members. The awards committee met this September to review almost 30 applications and select the recipients. The committee looked for students who have demonstrated hard work at school as well as committed involvement both at school and in the community. We were very impressed by the quality of all the applicants and out of a field of fine applicants, the committee selected these students.

### Jishan Sharples



Having received an STA scholarship is not only a great honour, but also a valuable asset as I pursue a degree at McGill University's Desautels School of Management. My two main areas of interest within the program are international aid and development, and healthcare management.

I have traveled extensively to many developing countries including South Africa, China, Vietnam, Peru and Indonesia. These trips have not only taught me about new cultures, they have given me a better understanding of the challenges faced by many people particularly those of my own age. My travels have also allowed me to appreciate the importance of international development programs in providing jobs, small business loans, health care and education to millions of people. Work in this area is very rewarding because it helps to improve the quality of people's lives.

My other major interest is in healthcare management. Traveling to developing countries, which often have very limited modern healthcare, has helped me to gain an enormous appreciation of Canada's publicly funded healthcare system. Consequently, pursuing a career in healthcare management allows me to do my part to find ways to improve the healthcare we give to Canadians and to apply my knowledge to helping improve healthcare in the developing world.

Thank-you again for your support.



**Clare McNamee-Annett** is incredibly honoured to receive a scholarship from the Surrey Teacher's Association. Her mother, Anne McNamee, teaches at Prince Charles Elementary and her step-father, Brian Arkell teaches at Cougar Creek Elementary. They are both caring, intelligent, hard-working individuals who have been significant role models in Clare's life.

Clare attended Sands Secondary School in Delta until the end of her eleventh grade, when she was accepted into Lester B. Pearson United World College of Pacific on full scholarship for a two-year IB diploma program, and then she completed her high school graduation requirements this past Spring. She is now enrolled at UBC pursuing a General Arts degree. Clare deeply believes in volunteer work, leadership and community service. She has volunteered extensively, in a variety of different fields. While in high school she started and led an Amnesty International Club, as well as a buddy club with the special needs and modified academics students in her school. She was a Sands representative on the Delta Youth Advisory Council, and a tutor and leader at "I-Block": an after-school study group for those who needed extra academic help. Every year, Clare was a member of student council and maintained a 4.0 GPA. She also won the Toyota Youth Science Fair Project in 2005 with her project concerning the amount of fossil fuels used in food production, the result of which was participation at the



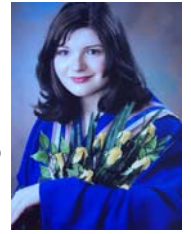
Toyota Youth Program at Expo (T.Y.P.E 2005) in Aichi, Japan.

Clare was a facilitator at the Pearson Seminar on Youth Leadership, 2008: a month-long experience for youth aged 16-18 aimed at promoting leadership in the areas of social justice and environmental sustainability. She also volunteered in Pau, France in an Emmaus community for homeless persons.

Clare is currently volunteering with Headlines Theatre (a Theatre company in Vancouver which uses Augusto Boal's *Theatre of the Oppressed* techniques for social change) in helping to promote their upcoming production entitled "After Homelessness." She is also volunteering with a UBC women's group to promote female empowerment on campus; among other events, they will be performing Eve Ensler's *Vagina Monologues* in February, the proceeds of which will be donated in part to the WISH Drop-in Centre Society which supports women working in the survival sex trade on Vancouver's Downtown Eastside. Clare looks forward to becoming even more involved in her community and knows that this scholarship will enable her to focus her time on her academic studies while pursuing various forms of volunteer work. Thank you, Surrey teachers!

**Megan Ahn**

First, I would like to thank you for selecting me as the recipient of the 2009 Surrey Teacher's Association Scholarship. I am currently enrolled in the Faculty of Science at McGill University. I hope to attain a degree in Physiology and further my studies in Medicine. I have been fortunate enough to be educated in a country of opportunities, and would like to give back to those who may not have had the same opportunities. Inspired by the program, Doctor's Without Borders, I have set a career goal in Pediatrics; to work with children.

**Lauren Sapic**

I would like to thank the committee for selecting me for the STA bursary as well as all the teachers who have been so kind to me over the years. Education is important, but expensive! My parents were impressed when I got into Stanford, but just about had heart attacks when I told them how much it cost! While I considered a volleyball scholarship to the States, I decided that I wanted to stay in Canada. I am really enjoying McGill and Montreal is a fabulous place. Even though I have just turned seventeen, I am handling independence very well. At least that is what I am telling my parents! I have decided that I want to change my program of study to music, so I will be auditioning in February for Operatic Voice at the Schulich School of Music. I am taking intensive courses in both Italian and German language to help me with my singing, and working on theory and taking voice lessons. It's hard work, but I love it! The highlight of school so far is when I went to see a guest speaker, a record producer, who brought his friend, Leonard Cohen along. He sang and played guitar and we went bananas!

**I would like to thank the other members of the committee: Parm Middar, Erin A. Leinbach, Gurmit Bains, and Robert J. Taddei for their detailed and positive analyses of every application.**

**In the applications and thank-you letters we receive, students often laud their public school teachers, who have provided countless opportunities which have enriched their students' lives. Often, these teachers have volunteered above and beyond the requirements of their teaching assignments to lead groups of students in athletic teams, interest clubs, service clubs, and outdoor experiences and skills. Thank-you to all teachers for your hard work and dedication.**

**I am Falene Karey-McKenna**

and while I graduated high school at 16, with the intention of entering university in the lower mainland, I have had to leave BC for health reasons. Not to be deterred; however, I am applying at the University of Regina for entrance in January. I am ecstatic to have received a \$4,000 bursary from the STA that assists me with my goal of attending university. Some of my earliest memories were accompanying my dad on picket lines in Surrey, so a bursary from this union has a great deal of meaning for me.



As a high school student I had to cope with a chronic health issue that often took me out of the classroom and into the hospital; however, some of the most understanding and helpful people I met along the way have been my teachers, both in-class and hospital-home-bound. I am inspired to continue my education and plan to give back to others in the same way I have been assisted and supported.

I am elated that, thanks to this bursary, I will now be able to settle in one of my newfound communities and continue my education.

Thank you.

My name is **Matthew Dudley** and I recently graduated from Clayton Heights. I had a teacher once tell me that "what you put into your school, is what you will get out of it". During the past 5 years, I have maintained honor roll grades, been extremely involved in athletics, and volunteered in many school wide activities. Athletics has always been a passion of mine to which I have dedicated countless hours. Being awarded with the grade 12 overall male athlete of the year was a great feeling. One of my many highlights in grade 12 was being nominated and selected for two Encounters with Canada programs, one in Ottawa and the other in Nova Scotia. Encounters is a national youth forum running throughout the school year with various themed weeks. I attended the Ecology and Environment week, and Democracy 250. Another highlight for me was winning the Great Canadian Writing Contest with my essay about Barack Obama and his impact on Canadian politics. I am currently attending University of the Fraser Valley and working toward a business degree. My ultimate dream is to one day own and manage my own golf course. I would like to thank my parents, nothing would be possible without their love and support. As well, thank you to the STA scholarship/bursary committee for providing me with the financial support needed to attain my future goals.



## Teachers: do not practice or mark the FSA

The BCTF is reminding teachers (including TTOCs and retired teachers) NOT to volunteer to practise for or mark the FSA. For a number of years now, the BCTF has advised members not to participate in the writing of test items, field-testing, or marking of the FSA.

Tests are overused and misused by groups like the Fraser Institute for school rankings, causing unnecessary anxiety for both teachers and parents. The BCTF and its locals are continuing to campaign for the elimination of the FSA or at least the administration of the test on a random-sample basis.

Concern has grown over the degree to which the use of the FSA has negatively affected teaching and learning. The BCTF does not wish to see the continued erosion of valuable teaching and learning time through the use of a test that has been shown to bring no improvement to classroom conditions and support for students.

Please talk with your staff rep or contact your local president should you be directed by an administrator to participate in practising for or marking the FSA.



## SIP fee change

Effective September 1, 2009 the Salary Indemnity Plan (SIP) fee change is 1.89% of salary (1.34 for long-term and 0.55% for short-term).

## Sick leave accumulation while on SIP benefits

Teachers are not entitled to short-term benefits until all accumulated sick leave is exhausted. Therefore, sick leave must be used as it is accrued or earned.

Teachers on long-term disability benefits, who are working part-time (accommodation employment), are allowed to accumulate sick leave that accrues to them during the school year, for use during that school year. Any sick leave remaining at the end of June must be used up by the teacher in the following year, before the teacher will be eligible for further SIP benefits.

A copy of the Salary Indemnity Plan Regulations is available on the BCTF website or by contacting the Income Security Division at 604-871-1921, toll free at 1-800-663-9163.

<b>Strikes and Lockouts</b> Please respect the unions' picket lines in the following disputes, and do not patronize these businesses until the dispute is settled.	<b>Major Issues</b>	<b>Commenced</b>
United Steelworkers (USW), Local 2009-vs-Compass (retail food services in the Fraser Health Authority) (Lower Mainland)	Wage Parity	October 5, 2009
Canadian Union of Public Employees (CUPE) Local 873-vs-BC Ambulance Service	Wages Compensation Classification	April 1, 2009
United Food & Commercial Workers Union (UFCW) Local 1518-vs-Extra Foods (Maple Ridge)	Wages, Job Security	December 15, 2008
Construction and Specialized Workers' Union Local 1611-vs-Wescon Enterprises Ltd (Trivern)(Armstrong)	Seniority Benefits Concessions	July 25, 2001

## Pension Consultation under way

**How important is it for your pension to maintain its spending power after you retire?**



Members of the BCTF Pensions Committee and the Income Security Division are facilitating meetings with teachers, administrators, and retirees all around the province to discuss the Teachers' Pension Plan and the future of indexing.

Information can be found on the BCTF homepage ([bctf.ca](http://bctf.ca)) under the heading "Have your say on your pension." Links feature information about your pension and the challenges it faces.

There is also a link to a survey to complete after attending a meeting in your local.

Come and get the facts and tell us what you think. For more information contact Rob Taylor, assistant director, Income Security Division (Pensions) at [rtaylor@bctf.ca](mailto:rtaylor@bctf.ca) or Arnie Lambert, director, Income Security Division at [alambert@bctf.ca](mailto:alambert@bctf.ca).

If you cannot make it to the Surrey consultation meetings, please visit <http://bctf.ca/uploadedfiles/Public/SalaryBenefits/Pensions/consultation/MeetingCalendar.pdf> to find out additional meeting dates and locations.

**November 9 and 10, 2009  
4:00-6:00  
Surrey District Conference  
Centre  
(Building construction, please  
carpool if possible.)**

## Pension Seminars: Online registration at [tpp.pensionsbc.ca](http://tpp.pensionsbc.ca)

### Thinking About Retiring

Date	Time	City/Town	Venue
November 12	7:30-9:30 evening	Langley	Holiday Inn Express Hotel and Suites
December 5	9:00-11:00	Vancouver	BC Institute of Technology—Downtown Campus
December 5	12:30-2:30	Vancouver	BC Institute of Technology—Downtown Campus
January 14	7:30-9:30 evening	Burnaby	Shadbolt Centre for the Arts
January 23	9:00-11:00	Abbotsford	Best Western Regency Inn
January 23	12:30-2:30	Abbotsford	Best Western Regency Inn
March 27	9:00-11:00	North Vancouver	Holiday Inn Hotel and Suites
March 27	12:30-2:30	North Vancouver	Holiday Inn Hotel and Suites
April 17	9:00-11:00	Coquitlam	Best Western Coquitlam Inn Convention Centre
April 17	12:30-2:30	Coquitlam	Best Western Coquitlam Inn Convention Centre
April 24	9:00-11:00	Surrey	Eaglequest Coyote Creek Golf Course
April 24	12:30-2:30	Surrey	Eaglequest Coyote Creek Golf Course
April 29	7:30-9:30 evening	Vancouver	BC Institute of Technology-Downtown Campus
May 1	9:00-11:00	Langley	Holiday Inn Express Hotel and Suites
May 8	9:00-11:00	Delta	Delta Town and Country Inn
May 8	12:30-2:30	Delta	Delta Town and Country Inn

### Your Pension, Your Future

Date	Time	City/Town	Venue
November 12	5:00-6:30	Langley	Holiday Inn Express Hotel and Suites
January 14	5:00-6:30	Burnaby	Shadbolt Centre for the Art
April 29	5:00-6:30	Vancouver	BC Institute of Technology-Downtown Campus

# Surrey Teachers' Association Calendar - November 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
	4:00-Pro-D Committee Meeting-STA	4:00-Executive Committee Meeting-STA	8:30-New Teachers Conference/Induction Ceremony -Eaglequest	9:00-Pre RA Meeting-STA 4:00-Teachers Interested in Multicultural Education Committee Meeting-STA		
8	9	10	11	12	13	14
	4:00-BCTF Pension Consultation-Conference Centre Arbitration Hearing	4:00-BCTF Pension Consultation-Conference Centre 4:00-Surrey Intermediate Teachers' Association meeting -STA	Remembrance Day	9:00-Surrey Retired Teachers-STA School Closure Arbitration Hearing	8:30-STA PD Workshops-- Conference Centre Non-Instructional-Day	
A	16	17	18	19	20	21
	10:00 STA office inservice	4:00-Executive Committee Meeting-STA	STA Reconvened Annual General Meeting/Special General Meeting-Eaglequest	3:30-District Health & Safety Committee Meeting		
22	23	24	25	26	27	28
		4:00-Convention Committee Meeting-STA	4:00 Grievance Committee Meeting-STA	4:15-STA/Board Liaison- Board Office Room #1		
29	30	1	2	3	4	5
		4:00-Executive Committee Meeting				
<b>BC Federation Convention Nov 23-25, 2009</b> →						