



Bargaining Bulletin

www.surreyteachers.org

May, 2011

Local Bargaining Update

The Surrey Teachers' Association negotiation team has met with the School Board negotiation team for seven sessions. We provided an opening statement, sharing our themes for this round of bargaining. At present, we have

agreed to three housekeeping items that the Board has put forward and we have tabled language relating to a Transit Employer Pass, Employment Experience, Affirmative Action Committee, Personal Property Loss/Damage, Exchanges, Expedited

Arbitration, Layoff / Recall, Porting Seniority, Professional Development, Replacement of Non-Enrolling Teachers and a Discipline 'sunset clause.' The Board has yet to counter on any of our proposals. ♦

Can you imagine? Can you recall? (Part 2)

Surrey Teachers have a history of putting the needs of students first when bargaining class sizes. We have given up opportunities for salary increases to create better working and learning conditions.

Another aspect of class size is case load for specialists or non-enrolling teachers. Case Load language was also stripped unconstitutionally by then Education Minister Christy Clark. A sample of our restored language is below:

1 FTE **Counsellor** or portion thereof for every 965 elementary school students (head count) based on the district's mid-year student projections.

*22.2411 Multi-category (EMH & SLD), Resource Room or Multi-category (TMH & EMH), Secondary Resource Room or Physically Handicapped
1 FTE per 12 students

*22.2412 Severe Learning Disabled (SLD) Resource Room
1 FTE per 12 students + 0.5 Teachers' Assistant

*22.2413 Multi-category (EMH & SLD), Tutorial or Multi-category (TMH & EMH), Elementary Tutorial or Severe Learning Disabled (SLD) Tutorial
1 FTE per 10 students

*22.2414 Career Education for Learning Disabled (SLD)
1 FTE per 14 junior secondary students & 15 senior secondary students

When our collective agreement was stripped, the

stripping went as far as to remove safety requirements

*22.40 SAFETY FACTOR

Where safety is a factor, the number of students in a laboratory, shop or other specialized classroom shall not exceed the number for which the facilities were designed and in no case shall the number of students exceed the class size limits in Article 22.22 a, b, c, d.

It is our firm belief that with Bill 27 and 28 being deemed unconstitutional, that all of the stripped language is now restored. We are encouraging both our local Board and the provincial government to plan for September based on our restored language. The provincial government and BCPSEA are stating that nothing has changed and they have a year to investigate the issue.

Do you think it is in the best interests of students to wait until April 2012 and then make changes mid year? That would seem to be the position of the Ministry of Education.

All of the unconstitutionally stripped language is available on our website at http://www.surreyteachers.org/documents/SD36_Stripped_Language.pdf

Days of Bargaining	7
Surrey Teachers' Association	
Tabled 11 Items	No response
Board Tabled 3 Housekeeping Items...	Signed off
Future Days of Bargaining:.....	May 25,
	June 1, 8, 16, 22.

Saskatchewan Teachers conclude strike vote April 13, 2011

Saskatchewan teachers' collective agreement expired August 2010. They negotiated until November when talks broke down. A Conciliator was brought in but was also unsuccessful in March, 2011.

The government was offering a 5.5 % increase over three years.

Teachers are asking for a 12% increase over one year. Saskatchewan teachers are being paid an average of 23% less than Alberta's teachers.

The STF argues the 12% increase would bring salaries to past levels, which historically have been higher

than Manitoba's and lower than Alberta's, and help match the cost of inflation.

95% of Saskatchewan teachers voted 95% in favor of strike action◆

Other Negotiations in BC

Details of an eight-year deal between longshoremen and their employers on B.C.'s coast was ratified by workers on May 4, 2011.

The deal between the International Longshore Warehouse Union Canada and the B.C. Maritime Employers Association includes an average wage increase of 3.5% every year

and a cost-of-living factor for the final three years.

The cost-of-living clause kicks in if inflation exceeds the agreed-upon wage increase.

Another part of the agreement includes a new program for maternity and paternity leaves that involves topping up and extending

Employment Insurance benefits.

“The interests of ILWU Canada members and the employer are aligned when it comes to having an agreement that delivers reliability and predictability in the workplace,” said Dufresne in a release.◆

Net Zero for public servants????

Vancouver police have negotiated close to 9% salary increase over 3 years. They started at \$55,350, rising to \$83,040 after 10 years, and \$90,948 after 20 years – not including overtime pay. This will increase starting salaries to around \$60,000 and top salaries to about \$98,000. A release issued by the

police board says the contract is similar to settlements achieved by other major Canadian police departments such as the York Regional Police Service in Ontario.

Also, the 111 BC judges are seeking a three-year deal that could result in a pay hike of 12% or more in the third year. An independent

commission is recommending a more modest package, but that would still mean a richer contract than the ones being settled elsewhere in the public service.◆

Essential Services Legislation

As teachers are now covered under Essential Services Legislation, application must be made to the Labour Relations Board (LRB) to determine what are essential services during a job dispute. Deputy Minister of Labour Rob Lapper has directed the LRB to designate essential services for teachers. This process will determine permissible job action and service levels should it be necessary in this bargaining round.◆

Provincial Bargaining Table

The BCTF and BCPSEA met for their eighth bargaining session on May 16, 2011. BCPSEA brought forward a counterproposal regarding the split of issues. Their proposal re-designates the following items as local matters: Staff Representatives,

Right to Representation, Space and Facilities, Falsely Accused Employee Assistance, and Parental Complaints.

Their proposal re-designates Professional Development Committee as a provincial matter.

BCPSEA's proposal mainly focused on processes that further restrict local bargaining by the provincial parties.

The next scheduled Provincial meeting is Wednesday May 18, 2011.◆

"I can't afford to be on strike!" - teacher, 2005

With our collective agreement ending June 30, 2011, many colleagues are thinking about the future and looking to the past. When we had a 2 week walk out in 2005, it challenged all of our finances. However, it was an investment in our future.

That investment will likely pay a 100 fold dividend. A loss of salary of \$3,173 for the two

weeks likely resulted in a \$2,094 reduction in take home pay. However, in 40 years (of working and retirement), the investment in a wage increase yields a cumulative \$302,716 dividend. If the government continues to insist on a 'Net Zero' mandate, realize that they are forcing a financial impact to your future in the hundreds of thousands of dollars.

Can you afford not to make the investment in your future?

In reflection, could you afford to not have gone on strike?

Potential Income Without a Strike

	% Increase	Income
2003 Year 1	2.5	63,469
2004 Year 2	0	63,469
2005 Year 3	0	63,469
2006 Year 4	0	63,469
2007 Year 5	0	63,469
2008 Year 6	0	63,469
2009 Year 7	0	63,469
2010 Year 8	0	63,469
Year 9 to 15	0	63,469
		952,035
less strike		0
Total Salary		\$952,035

Resulting Income With a Strike

	% Increase	Income
2003 Year 1	2.5	63,469
2004 Year 2	0	63,469
2005 Year 3	0	63,469
2006 Year 4	3.5	65,719
2007 Year 5	2.5	67,362
2008 Year 6	5.5	71,117
2009 Year 7	2.5	72,895
2010 Year 8	2	74,353
Year 9 to 15	0	74,353
		1,062,324
less strike		3,173
Total Salary		\$1,059,151

DIFFERENCE \$107,116

Projected Pension Income

2012 Year 1 to 5	45,612
2037 Year 6 to 25	35,700
Total Retirement	\$942,060

Projected Pension for Both

2012 Year 1 to 5	53,436
2037 Year 6 to 25	43,524
Total Retirement	\$1,137,660

DIFFERENCE \$195,600
Overall DIFFERENCE \$302,716

Assumptions

- 10 Year Cat 5 Salary in 2005 \$63,469
- Teacher is mid career with 15 years service
- Pension estimated with 5 year single life with 30 years service and birthday as of June 30, 2011
- 0% year 9 to 15 for consistency between scenarios
- average life expectancy of 85 years



You could win an iPad at mybctf.ca!

Member-only secure portal is online at *mybctf.ca*

A message from the BCTF President Susan Lambert

We have created a new, secure way for you to get important messages, bargaining information, and interact online. *MyBCTF* is a members-only, secure online portal. It's quick and easy to sign up.

During bargaining, we will need to contact you about urgent and developing events.

Please go to www.bctf.ca and click on BCTF Members Only and sign on to the Member Portal today!

You will receive access to:

- timely bargaining updates.
- interactive tools, including secure member-only discussion groups.
- a way to update your personal information.
- easy registration for conferences.
- information, articles, and videos.
- BCTF Advantage program information.



Have you signed up yet?

When you first sign on to *MyBCTF* – you will be automatically eligible to win an iPad.

Nine iPads will be randomly drawn at sign-up milestones (2,000 members, 3,000, 4,000, 5,000, 7,000, 10,000, 15,000, 20,000, and 25,000). If you are signed up, you are eligible to win in all subsequent draws. The sooner you sign up, the more chances to win.

Apple is not a participant in or sponsor of this promotion.

Sign on is easy!

1. At bctf.ca, click on **"BCTF members only"**
2. At BCTF member portal, click **"first time here?"**
3. Enter BCTF six-digit member number (if known) OR name, district number, and district employee number.
4. Choose a password.

Please share this with your TTOC colleagues.

If you have a problem, call 604-871-2119 or 1-800-663-9163, local 2119 or e-mail portal@bctf.ca.



BC Teachers' Federation

100 – 550 West 6th Avenue, Vancouver, BC V5Z 4P2 — bctf.ca



Questions/Feedback: contact bargaining@surreyteachers.org