



surrey teachers' association

Bargaining Bulletin

www.surreyteachers.org

February 2012

What do you want? A fair deal!

Bargaining for
a fair deal

So here we are at the beginning of February, 10 months from the opening of bargaining and our Supreme Court victory. Phase one has been in effect since September and we have navigated through the end of the first semester in high schools and one reporting period in elementary schools. We have withstood an onslaught of attacks in the media, at the LRB and from the Minister himself. Notably, BCPSEA was unsuccessful in "fining" the BCTF 15% for the phase one job action and trying to force us to write report cards after they'd already agreed that we didn't have to.

A revised bargaining package was tabled by the BCTF in mid January and we launched a multi-faceted media campaign at the start of February. So far, the feedback from the ads has been very positive. The STA leadership has met with

MLAs and presented at the School Board meeting, organized events, conducted school visits, surveyed members, held several general meetings and sent out press releases to support our efforts.

The majority of parents have been supportive. One school even reported that their PAC erected a banner that states, "We Support Our Teachers." Teachers have demonstrated their involvement by participating in phase one, writing fabulous letters to the editor, meeting with school PACs, talking to parents, attending "mark ins", rallying around our schools and protesting at the Board office. We have also seen many new faces at our general meetings. This is now the longest provincial job action in our history.

Support for the Liberal government and, in particular Christy Clark, is

waning. According to a recent poll, people don't see her as the next premier. Even the often combative columnist in *The Province* Jon Ferry agrees that it would be political suicide for government to provoke us, but it remains possible that we will see legislation over the next few weeks and members need to be prepared.

BCTF Presidents will be meeting to discuss options and we are in the midst of school visits and collecting feedback from teachers. Please ensure that you are checking emails from your staff reps and staying connected as we may have to make quick decisions together.

Through our unity we have been successful. It is important that we stand together.

IF THEY CAN SPEND
\$600 MILLION ON THIS



THEY CAN INVEST
MORE IN THEM



A message from your
Surrey teachers

Revised BCTF Package

In order to move bargaining forward, on January 17th, the BCTF tabled a revised bargaining package. The package is outlined below. Several objectives were significantly revised and a few objectives were removed from our package.

1. U74 Term of agreement - **3 years**
2. U75 Designation of local and provincial matters
3. U76 Items tabled pursuant to Jackson -
4. U77 Salary - **yr 1 Cost of living (3%)**
yr 2 Cost of living (3%) + market adjustment (3%)
yr 3 Cost of living (3%) + market adjustment (3%)
1. U78 Salary - Grid reduction - **8 steps**
2. U79 Salary - Increment dates – **increment received on date earned**
3. U80 Salary - Restoration of categories deemed anomalous in Burnaby, Richmond, and Gulf Islands – **does not apply in Surrey**
4. U81 Salary - adult education, distributed learning, and summer school
5. U82 Salary - Calculation of increments and increment dates for TTOCs **160 days = 1 year**
6. U83 Salary -Teacher teaching on call pay **daily rate of 1/189**
7. U84 Adult/continuing/summer school class cancellation
8. U85 Benefits - **90% Employer share/10% Employee share, Improved provincial minimum**
9. U86 Hours of work - Preparation time **Elementary 150 min, Secondary 15%**
10. U87 Hours of work - Duration of instructional day
11. U88 Hours of work - Release time for meetings
12. U89 Hours of work - Regular work year for employees
13. U90 Leaves - Bereavement **5 days, slightly broader definition**
14. U91 Leaves - Compassionate care **top up if qualified for EI only**
15. U92 Leaves - Family responsibility **5 days unpaid**
16. U93 Leaves - Sick leave **ensures minimum provincial standard, no effect on Surrey**
17. U94 Leaves - Discretionary **1 day with pay**
18. U95 Leaves - Pregnancy (Maternity), parental, and SEB plans **Improved top up**
19. U96 Leaves - Union business **ensures minimum provincial standard and process**
20. U97 Superior provisions **superior provisions protected**
21. U98 Proposals that may arise from legislative changes or Bills 27/28 decision
22. U99 LOU No. 12 Teacher supply and demand initiatives
23. U100 Items previously agreed to
24. All other matters are considered withdrawn

Items dropped from previous package:

- Dropped ERIP – over 10 years it would save government money, but BCPSEA rejected it. First year cost was estimated at \$264M
- Dropped guaranteed minimum wage for TTOCs (TTOC Stipend)- \$60M
- Dropped paid leave for professional activities – \$43M
- Dropped paid leave for third party care - \$27M
- Dropped fees for professional certification – \$3.5M
- Dropped money for the inflation adjustment account – \$20M a year

Items reduced in this package from previous proposals:

- Reduced paid discretionary leave from 6 days to 1 (an increase of .5 day from what currently exists) – cost reduced from \$52M to \$27M
- Reduced bereavement leave from 7 to 5 days (status quo for most locals/districts) – cost reduced from \$32M to \$740,000
- Pregnancy/parental leave top up reduced from 100% top up to 75% top up for the 15 weeks pregnancy and 30 weeks parental
- Grid reduction from 6 steps to 8 steps – cost reduced from \$60M to \$31M
- Elementary preparation time reduced from 25% to 150 minutes. Secondary Prep time reduced from 25% to 15% - cost reduced from \$417M to \$79M

New Media Campaign Launched

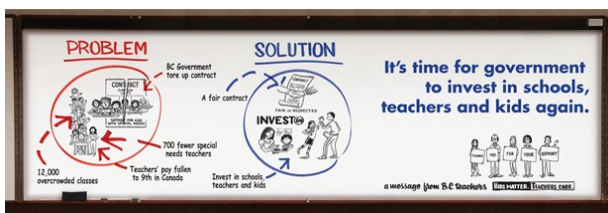
During the month of February, you will see two different BCTF TV ads and pre-rolls on the internet. These video-based ads will be complemented by print media. The ads mark a more hard hitting approach and specifically target bargaining and class size and composition. Real teachers and students were used.

In order to ensure the best public response, all of the ads have been tested through focus groups in several cities. Research confirmed that people especially those with children in the system, have a positive view of teachers. People believe that schools are underfunded. People also see that government has found funding for their priorities.

TV / Internet Ads



Print Ads



Lower mainland radio campaign

A group of lower mainland locals has joined with the Surrey Teachers' Association to develop a radio campaign that will run in February. The ad is hard hitting and the message is consistent with the feedback from focus groups. It will run on various stations over the next four weeks. We hope you like it!

The STA is also running the radio ad in Punjabi on several local stations.

Bus and bill board ads

We will also have ads on buses and on the billboard by the Pattullo bridge. These ads target government priorities and show that when government has something it wants to do, it finds the money. Why not for schools, teachers and kids? (see ad on the front page)

Surrey Teachers Take Action

Marking in the Mall November and January



School Board Rally December 8, 2011



A Dark Day for Public Education, January 27, 2012



"Burma Shave" on the Bridges, January 28, 2012



Survey says ... Teachers Volunteer

Nearly a thousand teachers responded to our survey on voluntary contributions to the school system. We've always known that teachers do a lot for their schools and communities. This proves it! This information was used in a recent press release. Here's some of what the respondents do in a normal year:

46%	sponsor clubs
53%	sponsor teams
66%	sit on committees
40%	hold extra tutorials and homework clubs
13%	sponsor student council
43.5%	organize/assist with fundraisers
47%	organize/assist with optional performances
69%	organize/assist with optional school events
42%	organize charity drives and hampers
20%	organize weekend trips and camps
44%	organize/assist with optional curricular activities
17%	help beautify your school

Some of the specifics you are involved with:

Recycling, math club, multicultural night, school plays, parent forums, offering workshops, mentoring new teachers, various teams, grade 7 year book, badminton, setting up PA system for assemblies, volleyball, science fair, student teachers, ringette, STA rep, basket ball, science fair, floor hockey, choir, camp, Heart and Stroke fundraiser, Terry Fox run, ProD committee, clothing drives, play day committee, planting trees, track and field, ultimate, staff committee, health and safety committee, parent appreciation tea, intramurals, Christmas hampers, gardening club, jump rope for heart, family fun night, knitting club, composting, skipping club, student council, commencement, badminton, foodbank drive, environmental club, art in the mall, sun run team, fine arts committees...and more.

Social Media Links

A good way to share information and to pass along positive media about teachers is through Twitter and Facebook. We suggest "liking" or joining the following pages and groups on Facebook and following the people below on Twitter.



@denisemoffatt
@surreyteacher
@bctf
@glenhansman

Hash tags:
#bcpoli
#bctf
#bcd
#sd36



- **BC Teachers' Federation**
- **Surrey Teachers (page and group)**
- **BC voters supporting BC teachers**
- **Stop BC Education Cuts!**

Report from the provincial bargaining table - A Surrey perspective

By Harpreet Gill, teacher at Enver Creek Secondary.

On January 24, 2012 I had the opportunity to observe bargaining between the BCTF and BCPSEA. Before attending this session I, as well as many of my colleagues, had the assumption that there wasn't much bargaining happening and meetings were not being held. One colleague of mine assumed meetings took place in Victoria! As teachers, we are quite busy with our workloads and we do not inquire as to how bargaining works, what takes place and where it takes place. My day of observations answered many of the questions I had.

Before attending the bargaining session we had the opportunity to meet the BCTF bargaining team. There are seven members, each with various teaching experiences from all over British Columbia. It was clear they were passionate teachers looking

to negotiate a reasonable and fair settlement. We briefly discussed cost of living and other matters justifying the proposal that has been put on the table. After meeting the team, we all headed to the BCPSEA office in Vancouver for the actual bargaining meeting. I was told some meetings are held at the BCTF office.

At the BCPSEA office, we settled into our seats and a few of us guests from Surrey introduced ourselves after the BCPSEA team entered. My first impression of them was they were very serious. Later I questioned if they were just bored. They started the meeting and presented a document outlining the costs associated with our proposed package. The bargaining team we listened politely. After a brief discussion, the BCTF held a caucus and the BCPSEA team left the room. The meeting I attended was quiet with lots of "wait time" and had a very serious tone to it. Overall it was

a slow and long process with the BCPSEA entering the room for a second time. This time they presented basically the same information that was already provided. In summary, it seemed they were wasting time. The BCTF bargaining team does not just throw numbers and make proposals without research. The agenda for the next meeting was a presentation about salary and the rationale for an increase.

I thank the STA and BCTF for allowing me this opportunity to observe bargaining. I definitely have a new understanding of this process and will be keeping myself updated via Twitter, the BCTF website as well as the BCPSEA website! I encourage all teachers to follow our bargaining team and the BCTF on twitter. Lots of information can be found there!

Number of Days at the Bargaining Table

74

Poverty report card

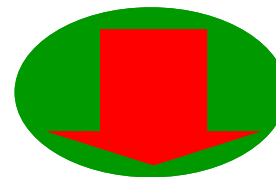
First Call, BC's child and advocacy coalition has just released the 2011 Child Poverty Report Card. The annual report card documents in detail the rate and impact of child poverty from year-to-year. Between 2008 and 2009 the child poverty rate increased from 14.5% to 16.4% yet again ensuring that BC has the worst child poverty rate in Canada. For children under age six the rate was 20.2%, or one in five young children.

The report puts forward a number of recommendations that are necessary to deal with this deplorable situation. Higher wages top the list along with tax changes, high-quality early care, increased post-secondary education opportunities, affordable housing, and coverage for prescription drugs and dental care.

"Child poverty is an outcome of the corrosive and unsustainable income inequality that has been allowed to grow in BC and Canada. It undermines children's potential and provokes a host of short-and long-term social and economic harms, which affect individuals, communities, and our collective future."

2011 Child Poverty Report Card: <http://tinyurl.com/d5s594w>

Down: Number of Specialist Teachers in BC



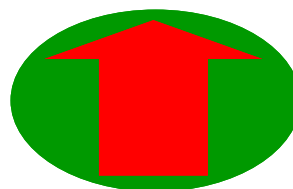
FTE learning specialist teacher positions: 2001–02, 2005–06, 2007–08, 2009–10, 2010–11

	Number of FTE specialist teachers					
Specialty program	2001–02	2005–06	2007–08	2009–10	2010–11	Change from 01–02 to 10–11
Library services	921.8	741.3	730.0	685.8	644.7	–277.1
Counselling	991.0	901.7	915.8	909.9	885.0	–106.0
Special education	4,051.5	3,357.9	3,446.5	3,403.4	3,313.9	–737.6
English as a second language	1,015.6	848.7	791.2	786.1	687.5	–328.1
Aboriginal education	205.9	197.1	190.9	185.2	195.3	–10.6
Total	7,185.8	6,046.7	6,074.4	5,970.4	5,726.4	–1,459.4

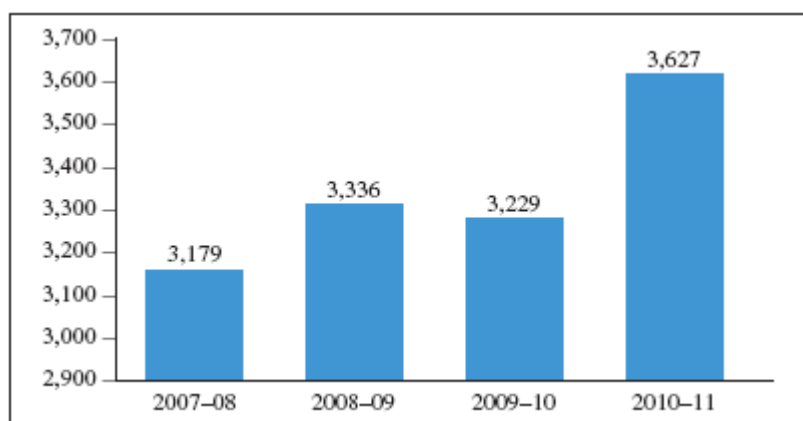
Source: BCTF Research tables and calculations. Figures from BC Ministry of Education, Staff by Year and Program Code (Form 1530 data) for 2001–02 to 2010–11. Figures rounded to one decimal point.

Up: Class Sizes

The number of classes with more than 30 students increased significantly between 2009–10 and 2010–11, despite some improvement in the previous year.



Number of reported classes with more than 30 students (Grade 4–12) in BC public schools, 2007–08 to 2010–11



Source: Ministry of Education. Overview of class size and composition in BC public schools 2007/08, 2008/09, 2009/10, and 2010/11 reports, p.4. (Figures not available for 2005/06 and 2006/07.)

If there, why not here?

Alberta

In September, Alberta's new premier, Alison Redford, delivered in person a letter to the provincial executive of the Alberta Teachers' Association, which promised to restore education funding cuts made in 2011-12.

Excerpts from that letter:

I am committed to funding public education properly and it is important that the government move quickly on that front.

I will commit to restoring the education cuts made in the 2011-2012 budget within 10 days of being sworn in as Premier.

Further, I commit to stable and predictable funding on three-year cycles in the future.

In order to keep talented teachers, we must be able to offer them longer term stability.

It is increasingly obvious that we need to change how we consult, and how we plan and implement government initiatives.

Alberta teachers are currently in contract talks. Key items limit to the work day for teachers and salary. Government's proposal is 0, 2%, 4%. A far cry from net zero.

Manitoba

In Manitoba, newly elected premier Greg Selinger has committed to cap class sizes in order to address teachers' concerns. He promised \$20 million annually to hire new teachers and provide other resources and \$85 million in capital funds to expand schools. It is expected this will result in the hiring of as many as 240 new teachers. In making the announcement Selinger said:

These days more than ever, success in life depends upon receiving the best possible education and training. Investing in smaller class sizes is an important step we can take toward ensuring our kids learn in the best possible environment.

Net Zero isn't for everyone:

- Nurses got 3%, 3%, 3%.
- Langley superintendent got a 23% raise before she was canned.
- Victoria superintendent got a 10% increase.
- Surrey Trustees gave themselves a cost of living adjustment of 2.6% last June.
- Vancouver Police Department got 8.8% over 3 years.

What about teachers?

Comparative teacher salaries

2011-12 Maximum salary comparison

	BC* (Vancouver)	Alberta (Calgary)	Saskatchewan (Provincial scale)	Manitoba (Winnipeg)	Ontario (Ottawa**)
Category 5 (minimum)	\$48,083	\$61,038	\$53,327	\$52,814	\$53,551
Category 5 (maximum)	\$74,353	\$95,073	\$81,945	\$80,309	\$88,816

*Teacher salary at June 30, 2011.

**Secondary

2011-12 Preparation time comparison

	BC (Vancouver)	Alberta* (Calgary)	Saskatchewan (Saskatoon)	Manitoba (Winnipeg)	Ontario (Ottawa)
Elementary (minutes/week)	90	370	285	180	230
Secondary (% of instructional week)	12.5%	20.6%	19%	14.6%	25%

*Instruction time changes to 30 hours per week for all duties, effective June 30, 2012.



Concessions — No way!

“Because I said so.” That’s all the justification principals would need to provide when transferring, hiring, firing, or directing teachers how to teach if the package of BCPSEA demands tabled on November 22 in provincial bargaining were to come into effect. In a move reminiscent of events in Wisconsin, BCPSEA, in collusion with government, is attempting to impose 19th century labour relations to clear the way for the 21st century learning plan.

The package is backed up by thinly veiled threats from government to legislate changes that cannot be achieved through collective bargaining.

BCPSEA is demanding that:

- vacancies occurring mid-year will be “filled directly by the employer without posting.
- seniority will not be a factor in filling mid-year positions.
- the principal will unilaterally determine all assignments.
- the principal can transfer a teacher at any time for “educational, financial, or other administrative reasons” regardless of seniority or qualifications.
- the employer must only “attempt to accommodate” teacher requests for transfer.
- the principal will unilaterally evaluate a teacher’s qualifications considering related experience, performance, qualifications, and suitability.
- teachers can be laid off if, in the opinion of the employer, they do not possess the necessary qualification for their position, regardless of seniority.
- teachers may be exempted from layoff if, in the opinion of the employer, layoff would result in the elimination of a course or program.
- teachers performance can be reviewed yearly, with no defined process, with dismissal for one failed performance review.
- yearly growth plans will be mandatory, directed by the principal, and will include “curriculum implementation, more effective teaching practice, and effective learning strategies.”
- the growth plan will be “evaluative in nature,” must address organizational goals, and will be retained in the teacher’s personnel file.

This package seeks to undo decades of improvements to working conditions. If implemented, it will effectively de-professionalize teaching. This proposal, which is fully supported by the trustees’ association and government is nothing short of union busting. It will create a climate of fear and uncertainty that no reasonable person would consider conducive to learning in the 21st century.

“Qualified and suitable teachers need to be placed in the right positions.” BCPSEA

“Mining your Collective Agreement is like shooting off your left leg to buy a new shoe for the right foot.”

Jim Sinclair, President, BC Federation of Labour

“You’re fired”

If BCPSEA’s proposal on “professional growth and engagement” is implemented, the phrase “You’re fired” could be heard far too often in BC schools.

The bargaining agent for the trustees and boards of education—BC Public School Employers’ Association—is demanding the replacement of current evaluation, discipline, and dismissal provisions with annual performance reviews. The performance review is really a quick and subjective evaluation with no set process, and entirely under the control of the principal.

The employer may dismiss an employee for just and reasonable cause where the employee has failed to demonstrate competence pursuant to the Performance Review process as set out in this article.

This means that a single performance review could constitute just and reasonable cause to fire an employee. No more three less-than-satisfactory evaluations,

no more set number of visits, no more post conference, no more due process—one performance review and you’re out.

The proposal also gives principals the right to require an annual Professional Growth Plan to “facilitate ongoing employee growth and success.”

Individual employee Professional Growth Plans shall be developed in consultation with a school or district administrator and shall include areas of growth or improvement identified by the employer.

Professional Growth Plans may include mandatory requirements from the employer on professional development activities.

Professional Growth Plans are intended to be evaluative in nature and must include a feedback process completed by the school or district administrator.

This would effectively be the end of teacher-directed professional development and professional autonomy. BCPSEA gave no reasons for seeking this change other than asserting that our current evaluation language is “antiquated.”

Most alarmingly, our current evaluation language has been cited as an impediment to the government’s plans to restructure public education. Government has implied that the impediment will be removed, if not at the bargaining table, then through legislation.

This is an unprecedented attack on our job security and our professionalism. Ask your trustees if they are aware that their agent holds teachers in such low regard. Do they support a provision that would result in a climate of fear and uncertainty amongst their employees? Ask your MLA if they support this attack on fundamental bargaining rights entrenched in the Charter.

Quotes from Claire Avison, government rep to the provincial table:

on who we are really bargaining with:


“BCPSEA’s opinion is irrelevant”

on negotiations:


“the net zero mandate is NOT negotiable”

on concessions:


“We need to demonstrate how the current Collective Agreement articles are an impediment to implementing the government’s Education Plan.”



Teachers have been
without a contract since
June 30th!




There are 3500 fewer
teachers in BC today than
a decade ago!



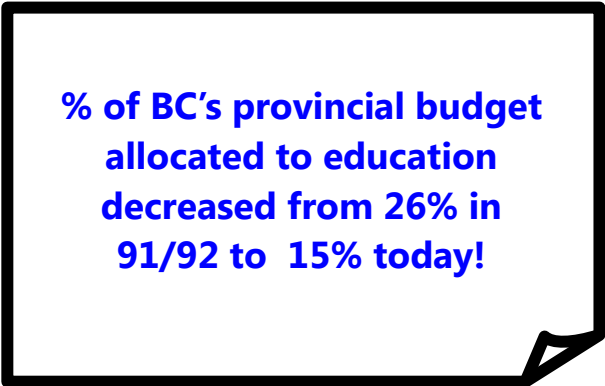
There have been more than
70 sessions at the
provincial bargaining table
and there's still no deal!



In the past 20 years,
teachers have taken zero
six times!



Teachers in Edmonton
make \$20,000 more than
teachers in BC!



% of BC's provincial budget
allocated to education
decreased from 26% in
91/92 to 15% today!



Between 2002-2012
more than \$3 billion
has been cut from
public education!

Questions/Feedback: contact bargaining@surreyteachers.org