

Burnaby Teachers' Association



BARGAINING CONFERENCE

BCTF delegates gathered on November 2nd and 3rd from all over the province for the Bargaining Conference to discuss, debate, and make recommendations for this round of bargaining. Every local from around the province made recommendations to the Bargaining Conference. By the end of the two-day conference we had a list of provincial priorities and objectives. The Burnaby delegation successfully added a number of Burnaby objectives to the provincial list. Preparations for Local Bargaining are also under way. For specific details on what these priorities look like, we will be conducting school visits and will be providing more information at the next general meeting/rep assembly.

PENSION CONTRIBUTION REDUCTION

The BCTF pension is doing so well that members will see a reduction to their contributions beginning January 1st, 2019. The reduction will see members go from paying **12.92% to 11.17%** for their pension contribution. This is a **1.75% reduction**. While contributing less, members will be getting more as there are further improvements to our pension plan. Check out <https://tpp.pensionsbc.ca> for more details.

ESD & SALARY INCREASE

The latest Economic Stability Dividend (ESD) was recently announced. As expected, it is the largest one so far—0.75%. It will be added to the **1.0 % salary increase** occurring on May 1, 2019, for a total of **1.75%** being applied to the salary grid that day.

LEGAL UPDATE Chilliwack Arbitration

As you may have heard in the news, the BCTF was successful in an arbitration regarding failures to fill in the Chilliwack school district. The union grieved the practice in Chilliwack of pulling non-enrolling teachers (particularly Teacher-Librarians) to cover failures to fill, and challenged the employer's restrictive hiring practices. The collective agreement in Chilliwack restricts the employer's ability to have teachers who are not TTOCs or PTOCs cover for absent teachers, except in emergencies. The arbitrator found that a chronic shortage of TTOCs did not qualify as an "emergency", particularly when the employer admitted that it had been limiting hiring to candidates it considered "top-tier", and not even interviewing other applicants. The arbitrator found that the practice of pulling Teacher-Librarians from their jobs to cover failures to fill violated the Chilliwack collective agreement, and also meant that the employer had failed to meet the minimum staffing ratios for Teacher-Librarians under their restored language.

The BCTF and BCPSEA met last week to discuss remedy. BCPSEA may choose to appeal this arbitration award. The BCTF is still determining the ramifications of this decision on Burnaby and other locals as each local has different collective agreement language. We will provide further updates as more information becomes available.

PROPORTIONAL REPRESENTATION

You should have received your ballot in the mail for the How We Vote Referendum by now. If not, please contact the BC Government through the information available at: <https://eregister.electionsbc.gov.bc.ca/ovr/welcome.aspx#>.

Your mail-in ballot must be received by 4:30 on November 30th so don't wait too long to send in your vote and have your say.

On Wednesday November 7th, the BTA hosted an information session on proportional representation with Seth Klein. For his take, check out his opinion piece at: <https://www.policynote.ca/getting-to-prop-rep-how-i-plan-to-rank-the-options/>.

For those that wanted his power point presentation, please email bta3@bctf.ca to request it.

SHOE MEMORIAL

For the 4th consecutive year, the BTA is participating in the Shoe Memorial for the **National Day of Remembrance and Action against Violence against Women**. Last year, the BTA in collaboration with Burnaby students collected 135 pair of gently used women's shoes.

The organizers of the event created an installation of 984 pairs of shoes on the steps of the Vancouver Art Gallery to symbolize the 984 women who have been murdered in BC since 1989.

This year marks the 16th anniversary of the event and the BTA Social Justice committee is asking for your help in collecting over 1000 pairs of shoes for women and children in preparation for **December 6th Day of Remembrance**.

The shoes will be displayed once again on the steps of the Vancouver Art Gallery and then donated to those in need.

Please bring your school's collected shoes (new or gently used) to the **November 20th GM/RA** or to the BTA office by **November 30th, 2018**.

Local Representation Who represents you?

First-past-the-post



1 local MLA

Dual Member PR



2 local MLAs
(in a 2 seat riding)

*a few large rural ridings would remain single seats

Mixed Member PR



1 local MLA
(in a larger riding)
+
Several regional MLAs
(# varies by area)

Rural-Urban PR



Urban: Several local district MLAs
(# varies by area)

Rural: See Mixed Member

fairvote.ca/pr4bc



UPCOMING EVENTS

GM/RA

4pm

November 20th

Burnaby Central

All are welcome!

TOC WORKSHOP

8:30am - 3pm

November 23rd

Gilmore Elementary

BTA/CUPE

MINGLER

4 - 7pm

December 6th

Firefighters

Banquet &

Conference Centre

President:

Leanne Sjodin
lp41@bctf.ca

First-Vice President:

Daniel Tétrault
lx41vp@bctf.ca

Second-Vice
President:

Heather Skuse
lx41vp2@bctf.ca

BTA OFFICE:

604-294-8141

bta3@bctf.ca

burnabyteachers.com



Over $\frac{2}{3}$ of BC teachers polled state that stable living or housing is the most significant poverty-related barrier to attendance.

Poverty and School Attendance:

BARRIERS

and possible solutions

ATTENDANCE					
WEEK 1	M	T	W	T	F
Jack	✓	✓	✓	✓	✓
Phoebe	✓	✓	✓	✓	✓
Ryder	✓	✓	✓	✓	✓
Nicholas	✓	✓	✓	✓	✓
Leah	✓	✓	✓	✓	✓
Hanna	✓	✓	✓	✓	✓
Daniel	✓	✓	✓	✓	✓
Max	✓	✓	✓	✓	✓
Charlotte	✓	✓	✓	✓	✓
Jasmine	✓	✓	✓	✓	✓
Present	6	8	8	5	7
Absent	4	2	2	2	3

(84.5%) of teachers in this survey have some students for whom low attendance is an issue



How are schools encouraging school attendance?

- Staff are welcoming **79.3%**
- Programs to help track student attendance **80.7%**
- Dedicated staff to support attendance **56.8%**
- Programs to welcome and involve parents in the school **64.2%**
- Assistance with travel costs **29.5%**

How can we support students?

-  Be flexible with schedule and assignments.
-  Build solid relationships with families.
-  Use technology to communicate with students.
-  Be kind, caring, and understanding
-  Work as a team.
-  Provide lunch; have afterschool help and programs.

Three main barriers to attendance:

- staying home to look after siblings
- lack of transportation to and from school
- parental illness or disability



All information in this infographic comes from Chapter 5 of the BCTF Poverty and Education Survey: A teacher's perspective.

ANTI-POVERTY MONTH

November is anti-poverty month and the BCTF and BTA are raising awareness and taking action against poverty. For resources, check out: <https://goo.gl/RkSEsS>