



March 13th, 2019
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Report from Henning Drive



INTERNATIONAL WOMEN'S DAY

Burnaby Teachers celebrated International Women's Day at the annual Vancouver District Labour Council dinner. The theme this year was Women and Economic Justice: Taking on Poverty with guest speakers Viveca Ellis and Phyllis Joseph from the BC Poverty Reduction Coalition. This was followed by entertainment from Jacky Arrah Yenga who shared her African rhythms and joyful sounds. Every year the BTA Social Justice committee purchases a table for this event. If you would like to attend in the future with the BTA, don't miss the opportunity next year when we send out notices offering tickets to our general membership.

UPCOMING EVENTS

- **BCTF AGM**
Fairmont
Empress Hotel,
Victoria March
16th-20th, 2019
- **Adult Ed
General
Meeting**
April 2nd, 2019
3:30 pm
BTA Office



DISTRICT PRO-D DAY SURVEY WINNERS

The following teachers won \$10 Starbucks Giftcards for participating in the District Pro-D Survey. Congratulations! The cards will be sent to your respective schools through district mail.

James Brown - South Slope/BCSD

Valerie Handa - Gilpin

Sarah Wheeler - Inman

Sadie DiGeso - Burnaby Central

Tasnim Ismail - Brentwood Park

Marysia Bulanowski - Stride

Cristina McAllister - Alpha

Lisa Nerpio - Edmonds

J. Vallance - Morley

Antonietta McNeilly - Second Street

OPPORTUNITY FOR MEMBERS

Great Bear Rainforest Educational Website

The BCTF is seeking six Grade 7-9 science and/or social studies teachers to participate as BCTF representatives to a Ministry of Education committee, tasked with teacher orientation and activity plan field testing for the Great Bear Rainforest educational website. Those members selected for this committee will attend two workshops and implement an activity plan unit pilot with their students. The deadline for applications was Wednesday, March 6, 2019, but has since been extended.

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DAY OF MOURNING

Did you know that if a worker is injured or killed in BC the likelihood is that worker is young? It may be a former student or a current student in your class. On April 26, 2019, we remember the injured and killed workers, both young and not so young, in our schools. We want to impress upon the students that workers have the right to go to work and come home safe at the end of the day.

Last year we had over 130 Secondary Schools around the province commemorate this event. Burnaby led the way on this, as we had the first secondary school commemorate the Day of Mourning. If you are interested, sign up for the Day of Mourning BC Schools Project at domschools.ca



GETTING PAST 2%, 2%, AND 2% BARGAINING FOR SALARY INCREASES BEYOND THE GOVERNMENT'S MANDATE

By Glen Hansman, BCTF President (Taken from BC Teachers' Federation March 2019 Issue of Teacher)

Based on the agreements signed by other public sector unions like the BC Government and Service Employees' Union (BCGEU), the BC Nurses' Union (BCNU), and the Health Employees' Union (HEU) in the past six months, the BCTF has an opportunity to make meaningful gains in many areas.

However, there is one key area of obvious concern: the government's "Sustainable Services Negotiating Mandate."

All of the public sector agreements reached to date have landed within this mandate, which unfortunately includes a "me too" salary clause. That means if any other union is able to get more than a general 2% per year increase, that additional increase is applied to all of the other agreements.

With BC teachers having some of the lowest salaries in Canada for teachers, we know 2% increases are not good enough. Add in the ongoing teacher shortage and serious recruitment and retention issues, and it's clear that the government needs to do better than a 6% increase over three years. But with that "me too" clause and the strict mandate, how do we get there?

We need to look closer at, and take advantage of, the openings and opportunities in the mandate.

What is the Sustainable Services Negotiating Mandate?

Here's how the government explains it: "Balancing the need for fair and reasonable wage increases with outcomes that are affordable and managed within the fiscal plan."

It includes:

- a three-year term
- general wage increases of 2% in each year
- the "ability to negotiate conditional and modest funding that can be used to drive tangible service improvements for British Columbians."

How does the "me too" clause work?

If any public sector employer, like the BC Public School Employers' Association (BCPSEA), enters into a collective agreement that includes a general wage increase of more than 6%, the rest of the public sector agreements will be increased accordingly.

Importantly, though, the "me too" clause does not apply to:

- wage comparability adjustments
- targeted lower-wage redress adjustments
- labour market adjustments
- service improvement allocations.

In plain language, that means there are opportunities for salary increases beyond 2%, 2%, and 2% where there are recruitment and retention challenges, wage disparities between similar workers, labour shortages, and affordability issues.

Have any other unions made salary gains beyond 2%, 2%, and 2%?

The short answer is yes, almost all of them. They've also made gains on leaves, service levels, and benefits. But here are just a few clear examples that show how the BCTF can achieve salary improvements beyond the basic 2%, 2%, and 2%.

- The HEU achieved the elimination of three lower-wage grids, which allows many workers to move up faster. They also achieved improvements to evening, night, weekend, and on-call "differentials" and the isolation allowance.
- The BCNU was able to add three new steps to the top end of the salary grid for Licensed Practical Nurses. They also achieved premiums for shifts that are taken on short notice as well as extra time paid at the end of shifts.
- The BCGEU achieved significant gains for several components, including grid increases for targeted groups like sheriffs, correctional officers, child protection workers, and food safety inspectors.

The BCTF Bargaining Team has been hard at work analyzing these deals and looking at all available strategies to ensure teachers get a good salary increase and make meaningful gains in other priority areas like class-size and composition. Stay tuned for more updates!