



May 8th, 2019
Volume 1, Issue 21

Report from Henning Drive

GRIEVANCE SETTLEMENT—FINAL NOTICE

Are you a contract teacher that has been on leave at any point between April 2017 and the present?

Did you TTOC at any point of your leave from April 2017 to the present?

If you answered YES to both questions then this grievance resolve applies to you.

The BTA was set to go to arbitration regarding the underpayment for TOC benefits for contract teachers who were TTOCs while on leave. On behalf of the BTA, the BCTF has settled this dispute without going to arbitration. In the settlement, the BTA was successful in achieving its aim.

The issue revolved around contract teachers on leave who were TTOCs and not receiving \$11 a day in lieu of benefits (all other TTOCs receive \$11 per day in lieu of benefits). The BTA argued that contract teachers on leave are still providing a service to the District as TTOCs and should be entitled to the \$11 per day in lieu of benefits as per the Collective Agreement. The District argued that contract teachers on leave choosing to TTOC are of a different status and therefore not entitled to the \$11 per day in lieu of benefits.

In the settlement, the parties agreed that all Burnaby teachers who were on leave from their continuing contract positions at any point between April 1, 2017 and the present time and who taught as teachers teaching on call (TTOCs) while on leave, and were not paid \$11.00 a day over their daily rate, in lieu of benefits (\$5.50 for half days) should receive payment of \$11.00 over their daily rate in lieu of benefits for the corresponding days worked as TTOCs.



UPCOMING EVENTS

- **RA**
May 14th, 2019
4pm
Burnaby Central
- **BTA AGM**
May 28th, 2019
4pm
Operating Engineers Hall -
4333 Ledger Avenue



GRIEVANCE SETTLEMENT—FINAL NOTICE (CONTINUED)

Affected teachers should have already been notified by the District through email and should see the additional payment added to their next pay cheque. If you are a contract teacher who taught as a TTOC while on leave from April 2017 to the present and did not receive communication from the District, please call the BTA. The BTA has 30 days (as of April 26th) to submit names that were missing from the original list so it is time sensitive. Additionally, if you did receive the pay but you believe it is an incorrect amount, you can also call the BTA.

Moving forward, any contract teacher on leave of absence from their contract position, who TTOCs in the Burnaby School District while on leave from their position, and who was not otherwise in receipt of a full package of employer paid benefits during the time they TTOC will receive \$11.00 over the daily rate in lieu of benefits for the corresponding days worked as TTOCs (\$5.50 for half days).

BTA ELECTIONS—FINAL CALL FOR NOMINEES

Elections are just around the corner. The BTA Executive Elections for 2019/2020 will take place at our BTA Annual General Meeting (**Tuesday, May 28, 2019** Operating Engineers' Hall at 4:00pm) This is an important meeting and your opportunity to decide who will represent you in our association. Many details were included in the all member email sent last week. But the few points below give you a general overview.

BTA Executive Positions and Responsibilities:

The elected positions on the BTA Executive Council are as follows

- President (full-time release position)
- First Vice-President (full-time release)
- Second Vice-President (full-time release)
- Treasurer
- Secretary
- Local Representatives to the BCTF (3 positions)
- Elementary Member-at-Large (two year term)
- Elementary Representative
- Secondary Member-at-Large (two year term)
- Secondary Representative
- Labour Council Representative

Nominations are being accepted until **Tuesday May 14th** and we encourage any interested teachers to send their written submissions and their application form to bta3@bctf.ca.

Not sure you want to leap onto the Executive committee; well possibly one of the committee positions would interest you. We have a number of committees that have positions with terms ending.

Our AGM meeting is an important time to gather and all are welcome. Our association is stronger with active participation from our members. So please consider if an elected role in our union is something you are able to do. Once again the meeting is on **Tuesday, May 28, 2019 Operating Engineers' Hall at 4:00pm.**

BTA CONTACTS

Leanne Sjodin

President
lp41@bctf.ca

Daniel Tétrault

First Vice-President
lx41vp@bctf.ca

Heather Skuse

Second Vice-President
lx41vp2@bctf.ca

Christina Fernandes

Pro-D Chair
bt3@bctf.ca

BTA Office

604-294-8141
bt3@bctf.ca
www.burnabyteachers.com

UPDATED SALARY GRID

On May 1st, the 1% negotiated raise and 0.75% Economic Stability Dividend (ESD) kicked in. Check out the updated pay grid with this 1.75% increase. Previous Salary Grids can be found on our [website](#).

May 1, 2019

Step	Prov Cat 5+		District Specific		Cat 6
	Cat 4	Cat 5	Cat 5+15	Cat 5+21	
0	\$ 46,898	\$ 50,302	\$ 54,015	\$ 54,015	\$ 55,319
1	\$ 49,166	\$ 53,206	\$ 57,147	\$ 57,358	\$ 58,532
2	\$ 51,435	\$ 56,108	\$ 60,279	\$ 60,701	\$ 61,744
3	\$ 53,704	\$ 59,012	\$ 63,411	\$ 64,044	\$ 64,957
4	\$ 55,972	\$ 61,914	\$ 66,544	\$ 67,387	\$ 68,170
5	\$ 58,242	\$ 64,817	\$ 69,676	\$ 70,730	\$ 71,382
6	\$ 60,511	\$ 67,720	\$ 72,808	\$ 74,073	\$ 74,595
7	\$ 62,779	\$ 70,623	\$ 75,940	\$ 77,417	\$ 77,808
8	\$ 65,048	\$ 73,526	\$ 79,072	\$ 80,760	\$ 81,021
9	\$ 67,316	\$ 76,429	\$ 82,204	\$ 84,103	\$ 84,233
10	\$ 71,674	\$ 81,468	\$ 87,510	\$ 87,510	\$ 89,632

The following salary grids reflect the salary increases in the six-year collective agreement (July 1, 2013 to June 30, 2019) between the BCTF and BCPSEA [including the Economic Stability Dividend (ESD)] which were as follows:

September 1, 2014	2.00%
January 1, 2015	1.25%
May 1, 2016 ESD	0.45%
July 1, 2016	1.00%
May 1, 2017 ESD	0.35%
July 1, 2017	0.50%
May 1, 2018 ESD 0.40% + 1.00%	1.40%
July 1, 2018	0.50%
May 1, 2019 ESD 0.75% + 1.00%	1.75%

Details about the Economic Stability Dividend (ESD) are located in LOU 14 of the 2013-19 Collective Agreement.

Prepared by BCTF

2/7/2019
p11f1u

REMEDY

This is a reminder to all those that are in receipt of remedy due to class size and composition violations to use their time by June 30th 2019. If you have attempted to access your remedy time and were unable to, please contact the BTA.

WORKPLACE SAFETY

We have received a number of phone calls over the past while about workplace injuries and/or incidents of violent behaviour by students towards teachers. We wish to remind you that is important to document such incidents, inform your staff rep and/or the BTA office and to be sure to complete a [Worksafe 6A form](#). These forms can also be found in the school office. For more information about the WCB claim process, check out <https://docplayer.net/1799313-Wcb-claims-wcb-claim-process-worker-suffers-an-injury-occupational-disease-report-to-first-aid-supervisor.html>.

Section 4 WCB claims

WCB claim process

