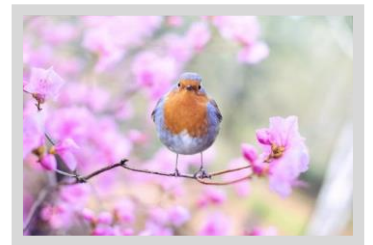


S.T.A in TOUCH

A Newsletter of the Saanich Teachers' Association -- BCTF Members of Local #63 (Saanich)

Spring Forward



In this Issue

Message from the President

<i>Message from the President</i>	1
President's Report	2
<i>TTOC Shortages</i>	2
<i>2nd Semester Remedy</i>	2
<i>Thinking about retiring?</i>	3
<i>BCTF AGM</i>	3
<i>STA – Bargaining Team</i>	3
<i>Call for Nominations</i>	3
<i>Teacher Council Elections</i>	4
<i>Letters of Understandings</i>	4
<i>By-law and Policy Changes</i>	4
<i>Executive Committee Decisions:</i>	4
BCTF Local Reps' Report	5
Women's Leadership Institute	6
Questions from the Membership	6
Health & Safety	7
<i>JOHSC</i>	7
STA Program Report	8
<i>Save the Date - June 22</i>	7
What does the Union do for me?	8
<i>BCTF Assistance Society</i>	8
Social Justice Report	9
<i>Cross Border SJ Conference</i>	9
<i>Social Justice Dates</i>	19
Monthly Contest	9
Let's Get Social!	10
IMPORTANT DATES FOR TEACHERS	11

If you were able to attend the STA Special General Meeting on February 20th, thank you! We had another great turnout of teachers. I have mentioned this to the Staff Representatives, but we appear to be moving towards being a local where quorum is not an issue. The STA thanks for you this. At the meeting, **Glen Hansman**, gave us a great update on the provincial budget. We also elected our BCTF AGM Delegates, and our bargaining committee.

Don Peterson
S.T.A. President



President's Report

by Don Peterson



TTOC Shortages

As you know the District is currently dealing with a TTOC shortage. This is an issue that has been profiling for much of the school year, but has been really noticeable over the last two weeks. Over the last two weeks, there have been 26 cases of "Failure to Fill" situations that have been tracked by HR at the District office. At the last STA Representative Assembly, your staff representatives spoke in detail about some of the challenges teachers are facing this year as a result of the TTOC shortage.

Please keep your School Staff Representative or myself informed of any issues that you may have around the shortage of TTOCs.

Please keep the following in mind:

- When teachers are absent, they are not required to find a TTOC. You are required to log your absence into ESS. ESS will find a TTOC for you. If ESS is not able to find a TTOC, the employer will manually try to find coverage for you.
- Most of our leave provisions are not contingent on the availability of a TTOC. This includes sick leave. The employer should not be calling you at home if you are sick and a TTOC has not been found. It is my understanding that the employer is no longer doing this.
- Remedy teachers and nonenrolling teachers should not be the "go to" when there is a case of "failure to fill." If you are a remedy teacher or nonenrolling teacher and you are having your assignment frequently changed as a result of the TTOC shortage, please let your staff representative or myself know.

2nd Semester Remedy

Please be aware that there is a provincial level grievance that is dealing with 2nd Semester Remedy. It deals with how much remedy should be paid out to 2nd Semester classes during the month of February.

Teachers of classes with the restored class size and composition provisions will become eligible to receive a monthly remedy for non-compliance effective October 1, 2017 (or 22 calendar days from the start of the class) as follows:

Twenty-two calendar days from the start of the class is February 20th. BCPSEA has given advice to the Employer that remedy for February will be pro-rated from February 20th, and our Employer is following this advice.

Note: If there is non-compliance for any portion of a calendar month the remedy will be provided for the entire month. It is recognized that adjustments to remedies may be triggered at any point during the school year if there is a change in S1 or S2.

As a result of this note, the BCTF believes that teachers should be receiving remedy for the full month of February.

The provincial grievance will answer the question on whether or not 2nd Semester teachers will receive remedy for the full month or have it pro-rated for February.

Thinking about retiring?

If you are thinking about retiring and you are wanting to access the **Early Retirement Incentive Plan (B.37)** Please keep these deadlines in mind:

- If you want to retire at the end of the school year, you need to notify the employer on **April 1st**.
- If you want to retire at a term or semester break between November 1st and January 31st, you need to notify the employer on **May 1st**.

BCTF AGM

This is your official BCTF AGM 2018 Delegation:

- | | |
|----------------------------|--------------------------|
| - Brittany Lapierre | - Taryn Mah |
| - Luanne Marchand | - Elaine Ting |
| - Deryck Ball | - Paul Ledet |
| - Colin Plant | - Michael MacEwan |
| - Jeffrey Bishop | - Mark Skanks |
| - Don Peterson | |

A big thank to this group of teachers for volunteering four very full days of their Spring Break to do this important work. Not always exciting, but nevertheless important.

The purpose of the BCTF AGM is to elect our 2018-2019 BCTF executive, set the annual fee for members and to debate a variety of resolutions that will set the direction of the BCTF. I encourage all members to read this month's edition of Teacher Magazine as it contains information on all the members who have put their names forward for election to the Executive Committee. Also have a look at the [Reports and Resolutions](#) booklet as it contains all the reports and resolutions that will be going to the AGM. If you have any opinions on any of the business to be dealt with at the AGM, please let your voice be heard by letting myself or the above delegates know your thoughts. Though the delegates are free to vote how they please, we often caucus during meal breaks and in the evening, to discuss upcoming motions. The more member opinions we have, the more we are able to consider the STA's membership's point of view when we are voting.

STA – Bargaining Team

The following members were elected to the STA Bargaining Committee:

- | | |
|---|------------------------------|
| - Don Peterson (President) | - Jeffrey Bishop |
| - Mark Skanks (Bargaining Chair) | - Anne Stewart |
| - Shauna White | - Amanda Byrne-Jungen |

The Bargaining Committee has already met, and we have started developing a survey that will address provincial and local bargaining items. We hope to get this survey out to you before Spring Break. Please keep your eyes open for this.

Call for Nominations

As per STA By-Law No. 7, all STA Executive Committee positions are up for election at our AGM in May. (Official AGM notice to come in April.)

They are:

President
1st Vice President
2nd Vice President
Secretary
Treasurer
Local Representatives (2 positions)
Bargaining

Professional Development
Program
Professional Communications
Social Justice
Teacher on Call Representative
Health & Safety
Members at Large (3 positions)

If you would like more information on any of these positions, please let me know at the office, and I would be more than happy to discuss them with you.

Teacher Council Elections

I hope you are all aware that we are currently in an election period. We have two STA members, plus a Gulf Islands administrator running for a position on the BC Teachers' Council. By now you should have received the election package in the mail. If you have not received the election package, please contact the **TRB at 1-800-555-3684**. It is likely the TRB needs to update your address.

Letters of Understandings

The following Letters of Understandings have been ratified by the Representative Assembly or the Special General Meeting:

- **Early Retirement Incentive Program:** This program has been expanded to allow for retiring teachers to use the program and retire in June, instead of having to retire at Christmas or at the end of Semester 1. This has been resigned for another year.
- **SIDES Summer School LOU:** This has been signed. This allows for the continuation of regular school year course offerings and support during the summer period.

Process on By-law and Policy Changes

At our May AGM, we often make changes to the STA By-Laws and Policy changes. These changes usually come from our Executive Committee, but any member can put forward motions to change our By-Laws and Policies. If have an idea on how the STA could do something differently, please give me a call at the STA office, and we can discuss how you can bring an idea forward.

Executive Committee Decisions:

March 6, 2018

- ❖ **Recommend to the Representative Assembly that the STA ratify the Early Retirement Incentive Program Letter of Understanding.**

BCTF Local Representatives' Report

by *Elaine Ting & Luanne Marchand*

Local Representative Assembly January 26 & 27

On Friday, January 26th and Saturday, January 27th we attended the second representative assembly of the year. There were issues debated and discussed many of them related to proposals that will be put forward to the AGM in March. Some of the highlights from the meeting are below. Happy reading and remember if you ever have any questions or concerns please do not hesitate to contact Luanne or Elaine!

Bargaining Update:

As many of you know our current collective agreement expires on June of 2019. The BCTF executive is focused on beginning bargaining with the government by December of 2018.

There was debate regarding returning to a more local bargaining model. Many of the smaller locals felt that they would be put at a disadvantage. What was determined at the RA was:

1. A commitment from government for specific funds for local bargaining.
2. A renegotiation of the split of issue. There was a motion we passed at this RA helped to clarify that split of issues for our executive. Most monetary issues will still remain at the provincial level.
3. A local dispute resolution mechanism.

Fee Recommendation for the AGM:

It is that time of year again where the BCTF Executive makes their fee recommendation for the AGM. This year they are recommending a decrease in our percentage paid from 1.79 to 1.78 – this works out to roughly \$8 total decrease in fees for you.

Along with the decrease the executive recommended changing the allocation of the fees. The most important for members they want to increase the % of the fee that goes to the collective bargaining defense fund (aka your strike fund) with the hopes that by June of 2019 when our contract expires we will have approximately 36 million dollars in the fund. What does that translate to? If we go on strike – it costs roughly 2 million dollars a day for strike pay. If we do go on strike the BCTF will be able to cover 18 days of strike pay.

Pension Update:

- The BCTF pension is in good shape
- Over the last 5 years our pension has been averaging a return of 10.1%.
- Every three years our pension fund is up for a mandatory evaluation and this year is the evaluation year - if you are thinking about retiring soon be expecting a letter in the mail about possible changes (don't worry it would be positive!)
- Pension fact: do you know that our pension owns part of Oakridge Mall in Vancouver

Financial Update:

The BCTF finances are in good shape! We have recently paid off the mortgage on the building in Vancouver.

Women's Leadership Institute

by Amanda Byrne-Jungen

I had the great privilege and pleasure of attending the BCTF first annual women's leadership conference. The topics were heavy, sometimes painful; sexism, patriarchy, rape culture and gender equality, yet I would describe it as the most inspiring 3 days I've ever spent professionally. We explored the legacy of some amazing women and their fight for equality and the BCTF history of promoting the status of women. Did you know it wasn't until **1929** that women were deemed "persons" in Canada? Or that it was as late as **1979** that the BCTF AGM passed a motion that women should be employed on the same basis as men? The fight for equality has come so far, yet there is still work to do. Of the 70 presidents in BCTF history only 8 have been women. That's 11%.

So, what can we do? Remind ourselves that change is not an event. It is a process and one that we are *all* part of. Start with the language you use. Stop calling women girls. You would never call it the Canadian Olympic boys' hockey team! Challenge your assumptions. Girls are not quiet and calm. Boys are not rowdy and rough. The idea that boys and men should be a certain way is just as damaging as the idea that girls should be. Most of us, men and women, have good intentions, but when it comes to equality it isn't the intention that matters most. It's the impact. Our intentions of dividing seating arrangements, lineups or even PE classes based on gender are usually good, but what is the impact? What is the message that is being sent and internalized by our students? Check in with yourself. Ask, "What is the impact of my words or actions?"

To the women who bravely stood up and said, "This is not okay." We say a heartfelt and humble, "Thank you." To the men in our professional and personal lives we say, "Stand with us. We are allies. We cannot fight this alone."

To the children who look to us to shape their future we say, "We will not stop. Until every person, regardless of gender, is free to express all of who they are and be anything they want, we will not stop."

Questions from the Membership

The current contract expires on June 30th, 2019. Will the Early Retirement Incentive Plan (ERIP) (Article B.37) disappear?

This is a good question that often comes up as we approach the end of our contract. It has also been coming up frequently this year as we have a teacher shortage.

In the contract, ERIP is treated as every other article.

A.1.2 In the event that a new Collective Agreement is not in place by June 30, 2019 the terms of this Collective Agreement are deemed to remain in effect until the date on which a new Collective Agreement is concluded.

A.1.2 says that all terms of the Collective Agreement continue to remain in forces during the negotiating period.

Can B.37 be negotiated out of the contract? Technically, yes it can, but because B.37 is a provincial bargaining item, it will remain in our contract until the provincial parties (BCTF and BCPSEA) decide otherwise, and ratified

by the BCTF membership. Considering that ERIP first appeared in our 1996-1998 and there have been multiple rounds of bargaining, the removal of ERIP is not likely.

If other locals lost their ERIP, why not us? This is a great question. ERIP came about when more items were bargained at the local level. As a result, not all locals bargained for ERIP. The locals that did get ERIP into their contracts, all had different rules around it. Locals that had, but lost their ERIP, generally had language that allowed for ERIP to disappear. Some locals had language that required the program to be cost neutral. Other locals had language that ended ERIP if the way in which teachers' salaries were funded by the ministry changed. In Saanich, we did not agree to such language, and ERIP will only end if we agree for it to end.

Health & Safety

by Joel Danyluk

JOHSC

A big thank you to all of our members who participated in the mandatory New Member to Joint Occupational Health and Safety Committee training on [February 27th](#). I hope the training gave you some knowledge and tools that help you feel more confident in your role as a member of your site-based JOHSC. Please remember, as JOHSC members, you are entitled to 8 hours of health and safety educational leave (this is in addition to the new-member training). Take advantage of this training! I will try and send out information on any training sessions as they come my way.

For those of you who are asking what is the JOHSC? Here is a quick summary.

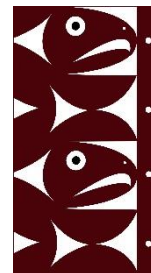
If your site has more than 20 workers, it *must* have a JOHSC. The role of the JOHSC is to help identify unsafe conditions in the workplace, field questions and complaints about health and safety in the workplace, make recommendations to the employer regarding improvement of health and safety in the workplace, advise the employer of policy and programs regarding health and safety (including changes to those policies and programs), and ensure the completion of accident investigations and regular inspections by participating in those activities.

If you are passionate about the health and safety of your site, consider joining your Joint Occupational Health and Safety Committee, and if you have any health and safety concerns about your site, please bring those concern to your site-based committee. They are the body that can review concerns and make recommendations to help resolve those concerns. Committees meet once per month and welcome anyone to sit in on those meetings. Monthly minutes from meetings are posted on-site.

For all things JOHSC, visit: <https://www.worksafebc.com/en/health-safety/create-manage/joint-health-safety-committees>

If you have any questions about Health and Safety, feel free to email:

Joel Danyluk & Les Lowe
healthandsafety@saanichteachers.com



STA Program Report

by Luanne Marchand

STA / SAA Retirement Banquet



Friday, June 22, 2018

The Beach House

More details to come...

Mark your calendar!

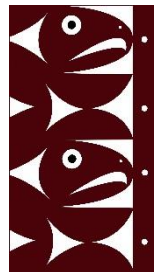
What does the Union do for me?

BCTF Assistance Society

This month's topic for "What does the union do for me?" is the BCTF Assistance Society.

The BCTF Assistance Society provides emergency financial aid to those who are, or have been, active members of the BCTF and to their spouses. Assistance is given in the form of loans and non-repayable grants.

For more information check out this link: <https://bctf.ca/SalaryAndBenefits.aspx?id=4776>



Social Justice Report

by Angie Noel & Amanda Byrne-Jungen

Cross Border Social Justice Conference

Reclaiming Common Ground – SJ conference for BC, WA, & OR teachers. April 7, 2018 – Surry, BC.

Registration is open now! Visit website at crossborderconference.weebly.com to learn more. Participants are welcome from around the province.

<http://crossborderconference.weebly.com/>

Social Justice Dates for March & April

March	April
4–10: International Women's Week	4: Refugee Rights Day
8: International Women's Day	8–14: National Wildlife Week
16: Bottled Water Free Day	10: Equal Pay Day
21: International Day for the Elimination of Racial Discrimination	11: International Day of Pink
21–27: Week of Solidarity with People Struggling Against Racism and Racial Discrimination	16–20: Prevention of Violence Against Women Week
22: World Water Day	22: Earth Day
24: Inspire Awards (formerly National Aboriginal Achievement Awards)	27: Day of Silence (against LGBTQ name calling)
31: Transgender Day of Visibility	28: National Day of Mourning

A full calendar of events can be found on the BCTF website: ***National/International SJ Calendar***

Looking for more information on Social Justice? Check out the ***BCTF Social Justice*** tab.

For past issues of the BCTF Social Justice Newsletter: ***Seeds of Justice***

Angie Noel & Amanda Byrne-Jungen
socialjustice@saanichteachers.com

Monthly Contest



QUESTION OF THE MONTH

Answer this month's challenging contest question correctly and you will be entered in the draw for the monthly prize. The answer can be found by reading through the current edition of the STA-in-Touch.

This month's question: *If a teacher wants to retire by the end of the school year what is the deadline to receive ERIP?*

Please email your answer to Deryck Ball dball@sd63.bc.ca by **Monday, April 2, 2018.**

Good Luck!

Let's Get Social!

The STA is getting more and more connected to the world of Social Media. Join us!

Our website :		www.saanichteachers.com
Follow us on Facebook :		Saanich Teachers' Association
Follow us on Twitter :		@BCTF63
Phone us :		778-426-1426
Our mailing address is:		6843 Central Saanich Rd. Victoria, BC V8Z 5V4
Email us :		staoffice@saanichteachers.com

We Want To Hear From You!

We are always looking for new article contributors. This is not a commitment or an obligation; it's an opportunity to share your experiences as a professional with your colleagues. If you are interested in writing an article, please don't hesitate to contact me. (dball@sd63.bc.ca)

Article submission deadline for the April edition of the STA-in-Touch: **April 2, 2018.**

If you have any feedback on this newsletter, or would like to submit an article, please send it to: dball@sd63.bc.ca

Deryck Ball, STA-In-Touch Editor



MOVING? NAME CHANGE?

Are you moving or have you moved in the past year? Have you changed your name? Don't forget to let the us know.

- Please send the STA office an email with your new name and/or contact information.
staoffice@sd63.bc.ca
- Also, be sure to update your personal information on the **BCTF Member's Portal**.



IMPORTANT DATES FOR STA TEACHERS

EARLY DISMISSAL DAYS: 1 HR TO FACILITATE PARENT/TEACHER INTERVIEWS

Brentwood Elementary	Nov 8	Nov 9	Mar 7	Mar 8
Cordova Bay Elementary	Oct 16	Oct 17	Oct 18	Feb 8
Deep Cove Elementary	Oct 2	Oct 3	Nov 23	Mar 6
Keating Elementary	Oct 4	Oct 5	Nov 23	Mar 1
KELSET Elementary	Oct 5	Nov 22	Nov 23	Mar 1
Lochside Elementary	Nov 7	Nov 8	Nov 9	Mar 8
Prospect Lake Elementary	Oct 3	Oct 4	Oct 5	Mar 1
Sidney Elementary	Sept 26	Sept 27	Nov 27	Mar 7
Bayside Middle	Sept 21	Oct 11	Oct 12	May 17
North Saanich Middle	Sept 20	Sept 21	Oct 19	
Royal Oak Middle	Oct 17	Oct 18	Feb 15	May 24
Claremont Secondary	Sept 28	Nov 16	Feb 8	Apr 26
Parkland Secondary	Sept 14	Nov 22	Feb 8	May 10
Stelly's Secondary	Sept 28	Nov 23	Feb 15	May 3

NON-INSTRUCTIONAL DAYS

Friday, October 20, 2017	Province Wide
Monday, November 24, 2017	School Based
Monday, January 29, 2018	Curriculum Implementation
Friday, February 23, 2018	Tri-District
Monday, March 5, 2018	Ministry Priorities
Friday, April 20, 2018	School Based
Friday, May 4, 2018	School Based

~~Winter Break: December 25 – January 5, 2018~~

Spring Break/School Closure: March 19 – March 30, 2018

LAST DAY OF CLASSES: THURSDAY, JUNE 28TH, 2018