



Vol. 1 - Issue 6 ~ February, 2020

## President's Message

Thank you to everyone who took the time to complete the bargaining survey. Our LR, Lori Jones, made sure that your voice was heard at the Winter Rep Assembly this past week.

You will find it no big surprise that many other locals around the province echoed our same concerns, namely: eroding working conditions; inadequate salary increases, frustration at the lack of progress at the bargaining table; and reluctance to walk out and lose salary if there are no gains to be made.

The bargaining team has put together a comprehensive bargaining action plan. It is a tiered approach to put pressure on both the employer and the government. The first level of the action plan does not include any sort of walk out or strike and will not result in any loss of pay. We will NOT proceed to either phase 2, 3, or 4 without first having a membership vote. This means that the membership has full control each time in deciding whether or not we proceed to the next phase or not. In previous strikes, although there may have been escalating action, the membership had only one vote: to strike or to not strike. This resulted in some members feeling a loss of control about what happened once the vote had been —>

## President's Message (cont)

taken. I am hopeful that this new structure will provide members with more security and control over what happens.

In terms of the plan, it is a road map. This does not necessarily mean that we need to execute each step. We are still hopeful that we will be able to conclude our contract negotiations through mediation. What this does mean is that we are seriously considering and planning for ALL possibilities. It means we are prepared.

Our best chance to avoid implementing phase three and four (the only two phases which will result in loss of wages) is to have 100% member engagement in phases one and two. The more engagement we have, the more likely we are to garner media coverage, gain the government's attention and get a deal.

PHASE	ACTION	INTENTION
<b>ONE</b>	Burma Shaves*, #RedforBCEd, walk-ins, petitions, letter writing	To <b>raise</b> public awareness of the issues in public education
<b>LABOUR RELATIONS BOARD MEMBERSHIP VOTE</b>		
<b>TWO a</b>	Not covering failures to fill	To <b>focus</b> attention on the teacher shortage and on its impact on students when learning supports are withdrawn
<b>TWO b</b>	Withdrawing services like supervision, meeting attendance, communications with administrators	To <b>increase pressure</b> on management to motivate them to call on the employer to offer a contract acceptable to teachers
<b>MEMBERSHIP VOTE</b>		
<b>THREE</b>	Rotating strikes as determined by locals given local conditions	To <b>maximize media coverage</b> of public education stories that highlight the untenable working conditions of teachers and the deteriorating learning conditions of students
<b>MEMBERSHIP VOTE</b>		
<b>FOUR</b>	Full Walk Out	To <b>give notice</b> that we demand a contract that respects the work that teachers do to ensure that this is one of the "best education systems" in the world.

## Retirement Workshops

Are you considering retiring in the next five to ten years? Both the **Teachers' Pension Plan** and the **BC Retired Teachers Association** offer workshops in our region every year and all members are welcome to attend.

### Teachers' Pension Plan Retirement Workshops

- **April 8, 2020, 6:00-8:00 pm, Prestige Lakeside Resort, Nelson, BC**

\* **Workshop Description:** "Understand the important decisions you need to make about your pension in this 2-hour workshop.

\*This free workshop is offered by the TPP and focuses on the money and process aspects of retirement.

- Register by going to: <https://pensionsbc.arlo.co/w/tp/events/4-approaching-retirement>

### BC Retired Teachers Association Retirement Workshop

- **May 9, 2020, 9:30 –3:30, Sandman Inn, Castlegar, BC.**

\*More to It Than Money & Making Sense of Pensions and Benefits.

\*This free workshop is offered by the BC Retired Teachers Association and focuses on the other aspects of retirement besides money. This workshop complements the TPP Retirement Workshop.

\*Register by emailing NDTA President, Carla Wilson at [lp07@bctf.ca](mailto:lp07@bctf.ca)

## Delegates to AGM

A big thank you to everyone who put their names forward to be a delegate to the BCTF AGM and everyone who showed up to the general meeting to support them. Our delegates this year are Carla Wilson, Lori Jones, Curtis Bendig, and Brian Stainer. We appreciate them taking out part of their Spring Break to attend this event and represent our local.

## Website

Thanks to the hard work of Lori Jones, the NDTA website is now back up and running. There have been a number of changes, namely that we now have a members only section which first requires you to register and then to log-in to access. The portal contains (or will contain) our collective agreement, the NDTA policy, useful forms, minutes from meetings, the names of various reps at each school site (staff rep, health and safety rep, and pro-d rep) etc. It is also where we will house confidential bargaining information.

Other important information on our website are our pro-d forms.

Our website will continue to be updated. Please take a minute to register in the members portal and to check out the new site: [ndta.ca](http://ndta.ca)

## Online Petition

Please support our bargaining team by signing this [online petition](#) asking the provincial government to improve education funding and deal with BC's teacher shortage by addressing our low salaries at the bargaining table. Please share widely.



Lori Jones at the 2020 Winter RA

## BCTF Advantage Program

The BCTF Advantage Program offers its members (that's you) a number of benefits. One of these benefits which might be of interest with Spring Break on the horizon is discounts at a number of hotels. These discounts average 10% to 20% below market rates, but are sometimes as much as 50% below posted rates.

To search available discounts, click [HERE](#). Second from the bottom you will see BCTF Advantage Discount Hotels. Once you click the link to search hotel discounts, you will be asked for a password. The password is monthly.

At different times, you will also find specials to both Whitecaps and Canucks games as well as discounts on car rentals and insurance among other things.

## Education Funding Announcement

Today the Ministry of Education announced some of the funding formula recommendations they will move forward within this budget cycle. Before making this announcement, Minister Fleming contacted the BCTF to share the government's decisions regarding the recommended changes.

We are pleased to announce that the government has decided to delay any implementation of the "population-based" funding model (prevalence), and will not move forward with it in this budget. This is a result of our collective advocacy and push back.

The recommendations that will be implemented for the 2020-21 school year are the ones dealing with Financial Management, Accountability, Indigenous education, and adult/continuing education. There will also be new money for children in care which will come from the Ministry of Children and Family Development.

In terms of the prevalence funding model, the government has promised additional consultation. This gives us time for further advocacy and removes prevalence as a barrier in this round of bargaining.

The NDTA has information that teachers can distribute to parents informing them about the model and its implications. The BCTF and BCPSEA have signed a protocol agreement. Teachers are allowed to distribute these materials, individually, at parent teacher conferences or via students, as long as they tell their admin at least four hours in advance and give the information to parents in a sealed envelope. The employer in no way objects to the distribution of these materials. **If you are interested in distributing these materials, please let the NDTA office know and we will produce the number you request as well as provide you with envelopes.**



**BC students deserve smaller class sizes and more one-on-one time.**

**Our kids and their teachers:  
WORTH INVESTING IN**

 **BCTF**  
**ItTakesATeacher.ca**