



ALBERNI DISTRICT TEACHERS' UNION

FROM THE PRESIDENT'S DESK

September 2010

As we move into Autumn I hope that you have had a relaxing summer and a positive start-up. This year promises to be very interesting with many events and initiatives both locally with the ADTU and provincially through the BCTF. With the expiration of our collective agreement at the end of this school year, our primary focus will centre on Bargaining. As outlined in our end of the year school visits last spring, there is an expectation that we will be empowered to bargain more substantive issues at the local bargaining table between our ADTU Bargaining Team and SD70. Successful bargaining requires the participation of every ADTU member – from completing surveys, to attending meetings, being involved with our Local Bargaining Committee and perhaps even being a member of our Bargaining Team! I look forward to meeting the challenges that face us and encourage your involvement so that we achieve the best deal we can.

IMPORTANT BARGAINING EVENTS

- Oct. 13 General Meeting: ADTU recommendations to the BCTF Bargaining Conference
- Oct. 29/30 – BCTF Bargaining Conference (Objectives for Provincial Bargaining)
- Nov. 1 – Appointment of ADTU Local Bargaining Committee (Proposed)
- Nov. 24-27- Local Bargaining Team Training (Vancouver)
- Dec. 1- 31-ADTU Local Issues Bargaining Survey (on-line)
- January 1-30 – Set Local Bargaining Objectives
- February 17 – Local Bargaining Team Training (Nanaimo)
- March 1 – Local Bargaining Begins

Keep informed about Bargaining by attending our monthly General or Representative Assembly meetings.

September 22 General Meeting Decisions

The following were key decisions made at our September 23 General Meeting:

- 1) The fee will be increased by \$2.00 per month to \$46.50 per FTE, pro-rated for part-time teachers.
- 2) The fee for members who are teachers on call will remain the same at 0.25% of earnings
- 3) The 2009-10 Budget was adopted.
- 4) Kym Cyr was appointed to our Aboriginal Education Contact position
- 5) Richard Pesik was appointed as our TTOC Chairperson
- 6) Stephanie Hopkins was appointed our Social Justice Co-Chairperson
- 7) Rita Sowden was appointed our Member at Large

HOW ARE ADTU DECISIONS MADE?

We have a proud history of maintaining an emphasis on member participation and decision-making. Participate in your organization by attending meetings, discussing issues with your colleagues, voting and offering to be an ADTU representative on committees and to BCTF Events. This year will be extra exciting as we will begin preparations for bargaining!

Annual General Meeting

Usually the 3rd Wednesday in May of each year
Every attending member is entitled to vote.
Elects President and Executive Committee
Sets Constitutional By-laws and policy
Determines Professional Development Policy and Procedures

Current Date of 2010 AGM is Wednesday, May 18, 2011 @ 4:00 p.m. Neill Middle School Library

General Meeting

2-3 Times per year or as needed -usually the third Wednesday in September and February
Every attending member is entitled to vote.
Determines Budget and Fees (September)
Appoints members to vacant Executive Positions
Elects Representatives to the BCTF Annual General Meeting
Sets policies and procedures
Amends Constitution
Shares information

The next General Meeting is scheduled for October 13, 2010 @ 4 p.m. Neill Middle School Library

Other General Meetings are currently scheduled for November 17, 2010 (Induction of New Members) and February 16, 2011.

Representative Assembly

Usually the 3rd Wednesday in October, November, January and April.
All attending members have voice
Voting is conducted proportionally depending on the number of staff representatives per worksite.
A worksite is entitled to one Staff Representative per every 10 members or major portion thereof.
Sets Policies and Procedures
Shares Information

Current Dates for the Representative Assembly: January 19, March 16, and April 20 beginning at 4 pm Neill Middle School Library.

Executive Committee

Usually the 2nd and 4th Wednesdays of each month and as needed
Addresses emerging issues
Sets policy
Makes recommendations to Representative Assembly, General Meeting and Annual General Meeting
Appoints ADTU representatives to committees and events
Makes decisions regarding grievances
Implements BCTF policy and initiatives

President

Manages the day to day operations
Oversees budget
Addresses emerging issues

Carry out ADTU and BCTF Annual General Meeting, General Meeting, Representative Assembly and Executive Committee decisions.
Protects ADTU/SD70 Collective Agreement
Implements BCTF and ADTU policy
Oversee grievances, personnel issues and Health & Wellness program.
Communicates with Members
Liaise with BCTF and other BCTF Locals
Officially represents the ADTU in dealings with the public, media, SD70 Trustees, Management, BCTF Executive, Port Alberni and District Labour Council, District Parents Advisory Council, and the NTC/SD70 Liaison Committee.

Decisions made by bodies lower down in this diagram can be superseded by decisions made by bodies higher up or by a subsequent meeting of the same body. Similarly, BCTF Policy may supersede ADTU policy in most circumstances.

2010-2011 Executive Committee

President: Ken Zydyk (ADSS)
First Vice-President: Lisa Laslo (NMS)
Local Representative to the BCTF: Lisa Laslo (NMS)
Secretary-Treasurer: Vacant
TTOC Representative: Richard Pesik (TTOC)
Professional Development Chairperson: Jackie Zydyk (NMS)
Working and Learning Conditions/Bargaining Chairperson: Brian Lavery (ADSS)
Aboriginal Education Contact: Kym Cyr (8th Avenue)
Social Justice Co-Chair: Tricia Hartman (DMS)
Social Justice Co-Chair: Stephanie Hopkins (DMS)
Member at Large: Rita Sowden

Professional Development

Plans are being finalized for our October 22 District Professional Development Day as part of the Provincial Specialists Day. Look for the PD Brochure in your staff room or from your school's PD Chairperson. District – wide days are organized and administered by the District Professional Development Committee. School-based PD Days are organized and administered by the School-based PD Committee chaired by an ADTU member.

A copy of the ADTU/District Professional Development Events and Policies and Procedures can be found on our website: www.adtu.ca

Professional Development Days 2010-11:

October 22 District/Provincial Specialists Day
November 26 School-based Day
February 25 District LSA Day
April 4 School-based Day (Regional Literacy Symposium)
May 9 School-based Day

Individual Claims:

Teachers submitting expense claims for attending out of district PD Activities are reimbursed annually as follows:

\$100 Initial Reimbursement (\$200 for Ucluelet-Tofino and Bamfield)

The remaining outstanding amount of annual reimbursement is determined by the year end payout percentage to a maximum total reimbursement of \$500 per year.

BCTF LIVING WITH BALANCE PROGRAM

Jointly sponsored by the BCTF/ADTU and SD70 Living with Balance is a group workshop, which typically runs for two hours once per week. It focuses on developing tools and skills related to improving one's vitality and resiliency. Our holistic approach to wellness will equip teachers to make simple lifestyle changes that will positively affect their physical, mental, and emotional well-being.

This six-week group program will provide opportunities for:

- education, self-evaluation, and examining the importance of maintaining life-style balance
- discussing the importance of nutrition; exercise; sleep

- managing symptoms of low mood, anxiety, and stress; boundaries and managing conflict
- learning strategies that increase awareness of factors that contribute to fluctuations in mood as well as methods to manage them
- reviewing proven techniques used to improve self-esteem and self-confidence, and manage stress and low mood
- defining what work-life balance means to each of us and what happens when our roles collide, having good boundaries is often attributed to having clear values
- discussing how to be intentional, creative and assertive when you need to be
- learning the importance of social connections and community in building long-term wellness, understanding that social isolation is a significant health risk factor.

For more information and a registration form please go to the ADTU website: www.adtu.ca

INCREASE YOUR PURCHASING POWER-USE YOUR BENEFITS

Did you know that you can be reimbursed for prescription drugs, physiotherapy, massage, naturopath and chiropractor services? Learn about our Extended Health and Dental Benefits by visiting the Pacific Blue Cross website-. Our plan number is E020070 and your member number is your SIN. By visiting the website you can find information on coverage and also download a claim form. Sign Up for Caresnet and easily track your claim reimbursement. Make your money go farther by accessing your benefits. (Note: Benefits are available for Teachers working .5 or greater)

Teachers Pension Plan Seminars

The Teachers Pension Plan is offering two workshops designed to increase our knowledge of our pension and adequately plan for retirement:

Your Pension, Your Future is for new and mid-career plan members. Pension benefits will be explained and you will gain an understanding of how decisions made today can impact your future pension income. You will learn how to read your Member's Benefit Statement and find out how you can recover time from a break in service (such as general, maternity and parental leaves) to make the most of future pension income.

Date: November 18, 2010 7:00 p.m. –8:30 p.m.
Comfort Hotel and Conference Centre,
Victoria.

Thinking About Retiring is designed for members within five years of retirement. In this workshop you will be provided with a checklist to help keep track of what you need to do before retiring. Choosing the best pension option and determining retirement income will also be covered.

Workshop Dates: January 20 7:00 p.m. –9:00 p.m. Coast Bastion Inn, Nanaimo
January 22 9:00 a.m. – 11:00 a.m. Crown Isle Resort, Courtenay
April 2 9:00 a.m.-11:00 a.m. Vancouver Island Conference Centre, Nanaimo
April 2 12:30 p.m. - 2:30 p.m. Vancouver Island Conference Centre, Nanaimo

More information and registration package is available on-line at tpp.pensionsbc.ca and check out the Pension Seminars Section.

Did you Know? The average value of pension for teachers who retired in 2009 with 30 -34 years service, which was the single largest group of retirees last year, was **\$721,000!**

Factor 88 Withdrawal

Teachers who have reached factor '90' of the Teachers Pension Plan are not eligible for Long-Term Salary Indemnity Plan benefits. Therefore it is suggested that teachers who have reached factor '88', and have enough accumulated sick leave which, when combined with 120 days of benefit from Short-Term Salary Indemnity will protect your salary to the end of the month in which you reach factor '90' or the end of the month you attain age 65, whichever comes first. Contact the ADTU office for more information.

In making application for withdrawal, you should ensure that in the event of serious illness or accident you have sufficient accumulated sick leave which, when combined with 120 days of benefit from SIP: Short term, will protect your salary to the end of the month in which you reach factor '90' or the end of the month you attain age 65, whichever comes first.

Salary Scale

It is important to check that you are being paid correctly. Please refer to the current Salary Scale (Article B.1) in our 2006-2011 Collective Agreement. To calculate your annual pay just multiple your end of September Gross Pay as indicated on your Pay Statement by 10. The result should match your place on the salary grid. If you are on the 12-Month Payroll Savings Plan please remember to consider that there is a 16% deduction each pay period.

Contact the ADTU Office if you would like a copy of our 2006-11 Collective Agreement

BCTF Code of Ethics

The Code of Ethics states general rules for all members of the BCTF for maintaining high standards of professional service and conduct toward students, colleagues, and the professional union.

1. The teacher speaks and acts toward students with respect and dignity and deals judiciously with them, always mindful of their individual rights and sensibilities.
2. The teacher respects the confidential nature of information concerning students and may give it only to authorized persons or agencies directly concerned with their welfare.
3. The teacher recognizes that a privileged relationship with students exists and refrains from exploiting that relationship for material, ideological, or other advantage.
4. The teacher is willing to review with colleagues, students, and their parents/guardians the quality of service rendered by the teacher and the practices employed in discharging professional duties.
5. The teacher directs any criticism of the teaching performance and related work of a colleague to that colleague in private, and only then, after informing the colleague in writing of the intent to do so, may direct in confidence the criticism to appropriate individuals who are able to offer advice and assistance. (See note following #10 and statement 31.B.12.)
6. The teacher acknowledges the authority and responsibilities of the BCTF and its locals and fulfills

obligations arising from membership in his/her professional union.

7. The teacher adheres to the provisions of the collective agreement.
8. The teacher acts in a manner not prejudicial to job actions or other collective strategies of his/her professional union.
9. The teacher neither applies for nor accepts a position which is included in a Federation in-dispute declaration.
10. The teacher, as an individual or as a member of a group of teachers, does not make unauthorized representations to outside bodies in the name of the Federation or its locals.

NOTE: It shall not be considered a breach of Clause 5 of the Code of Ethics for a member to follow legal requirements or official protocols in reporting child protection issues.

CONTACT US

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NOTICE OF CONSTITUTIONAL CHANGE

The Executive has served Notice of Motion of the following Constitutional Changes. This motion will be discussed at our October 13 General Meeting.

For a copy of the complete ADTU Constitution please go to our website www.adtu.ca

Article IV - Officers

The Officers of the Union shall be called the Executive. These shall be:

1. President
2. First Vice-President
3. President of U.T.T.U.
4. Secretary-Treasurer
5. Immediate Past President
6. Local Representative (LR)
7. Chairperson, ~~Working and Learning Conditions~~ **Local Bargaining Committee**
8. Social Justice Committee Co-chairperson
9. Social Justice Committee Co-chairperson
10. Professional Development Committee Chairperson
11. Member-at-Large
12. Teacher-on-Call Committee Chairperson
13. Aboriginal Education Contact

Article V - Election of Officers

1. With the exception of the immediate Past President, all officers of the Executive ~~and elected Committee members of the Working and Learning Conditions Committee~~ shall be nominated and elected at the Annual General Meeting of the A.D.T.U. Such election shall be by secret ballot at the Annual General meeting proceeding the school year in which the officers shall hold office.

With the exception of the immediate Past President, all officers of the Executive ~~and elected Committee members of the Working and Learning Conditions Committee~~ shall be nominated and elected at the Annual General Meeting of the A.D.T.U. Such election shall be by secret ballot at the Annual General meeting proceeding the school year in which the officers shall hold office.

5. The term of office for all officers mentioned in this article shall be one (1) year **(July 1 to June 30)** unless otherwise stated in this Constitution.

Article VIII - Money, Fees and Levies

- F. ~~A sum equal to the cost of providing fifteen (15) days release time for members of the Executive to conduct Union business shall be included in the budget.~~

Article IX - Meetings

A. Annual General Meeting

The Annual General Meeting shall be held in April or May on a date and in a place to be named by the ~~Table Officers~~ **Executive**. At least one week's written notice of the Annual General Meeting shall be given to the membership.

4. Quorums

1. Executive Meeting - A quorum of an Executive Committee meeting shall consist of fifty percent (50%) of the members of the Executive, at least two of whom shall be the President or Vice-President.
2. Meetings of the Representative Assembly - that quorum of a general meeting or representative assembly be 60% of schools represented (including Student Support Services).
3. General Meetings - that quorum of a general meeting or representative assembly be 60% of schools represented (including Student Support Services)
4. In the event of the failure of the quorum, the meeting shall be reconvened not less than ~~twenty-four (24) hours~~ **fifteen (15) minutes after the original meeting** or less than ~~twenty-four (24) hours~~ after notice of such a reconvention is given to the membership. The number of members in attendance at such a reconvened meeting shall constitute a quorum.

Article XI - Committees

A. Working and Learning Conditions/Local Bargaining Committee

1. The ~~Working and Learning Conditions Committee/~~ **Local Bargaining Committee** shall formulate policies in regard to terms and conditions of employment for recommendation to the Executive. From its members shall be chosen the Negotiating Team, the duties of which shall be to negotiate with the Board of School Trustees the terms and conditions of employment pursuant to agreement between the B. C. Teachers' Federation and the B. C. Public Service Employers Association.
2. ~~The elected members of this Committee shall be elected pursuant to Article V (1). Representation shall be as follows:~~
The Executive shall fill by appointment, subject to ratification at the next regular Representative Assembly or General Meeting, the members of the Local Bargaining Committee. Representation of the Committee should include teachers

from Elementary, Middle, Secondary, District Alternate, Ucluelet-Tofino and Teachers Teaching On Call.

- a) Officers of the Executive
 - b) ~~Four (4) members elected for two-year terms by the Elementary School Teachers. Two (2) shall be elected each year.~~
 - c) ~~Four (4) members elected for two-year terms by the Secondary School teachers. Two shall be elected each year.~~
 - d) ~~One (1) member elected annually by UTTU.~~
 - e) ~~One (1) member elected annually by the Teacher-on-Call Committee.~~
3. The Executive shall fill by appointment, subject to ratification at the next regular Representative Assembly meeting or general meeting, any vacancy on the ~~Representative Assembly~~ **Local Bargaining Committee. The term of office for all representatives to the Local Bargaining Committee shall be one (1) year (July 1-June 30).**
- B. Negotiating Team
1. The members of the ~~Working and Learning Conditions Committee~~ **Local Bargaining Committee** shall elect the Chief Negotiator and he/she, in consultation with the Committee members, shall select the members of the Negotiating Team. The Chief Negotiator shall be a member of the Committee who serves for the duration of the negotiations. The President shall be a member of the Negotiating Team.