



CDTA President's Memo to Members
from: *Steve Stanley* December 2, 2009

Check your pay stub

Teachers are reminded once again to check their pay stubs at the end of every month. As you may have heard, there have been issues with T4 slips from last year and many members have been re-assessed on their taxes by Revenue Canada. If this has happened to you, call Ron Amos at the Board Office. The Board has admitted there were problems that were the fault of the employer and they have agreed to pay any fines/interest that have resulted from the errors made by the Board on your T4 slips.

FSA campaign

A group of Grade 4 and 7 teachers has formed a committee to initiate our local campaign regarding the FSA tests. We have written a letter to the trustees and are working on print ads and a flyer that help explain our stance against these tests. Teachers are also reminded that the BCTF is calling for a moratorium on all provincial exams and tests, and they encourage all teachers to boycott any marking of the FSA again this year.

Pension Survey

Don't forget to go on the BCTF website and complete the pension survey. They are seeking guidance from all members of the pension plan as to the future of indexing. The plan itself is secure but the Inflation Adjustment Account is under a great deal of stress and we all need to find out what is happening and offer guidance to the directors of the plan.

Green Up

The Board continues to reduce the amount of paper they produce. Teachers are reminded to check their e-mail frequently. All of this year's internal rounds of staffing will be done electronically **only**. Let the CDTA office know if you need any technology help in preparing to apply for jobs this year.

Going on/Returning From Leave

If you are planning on going on leave next year or if you are on leave now (full or partial), the date to request a leave, job share, reduction of assignment, extended maternity leave, transfer to another school, or to request a return to work is March 1, 2010.

To print this Memo for your own file and/or quick link to the BCTF web site and provincial salary grids:



News from BCTF

The B.C. Teachers' Federation is in opposition to the provincial government's plan to implement the HST and is calling for a fair, progressive taxation system that does not hit people with low purchasing power hardest. The HST will increase the gap between the rich and the poor in this province, which already has a high poverty rate, making the needy poorer, and the wealthy, richer. A wide range of goods and services currently exempted from the PST will be taxed by the HST. School boards, unlike municipalities, have not been exempted from the HST and will receive no funding to cover yet another downloaded increased cost.

Members are encouraged to contact their own MP (John Duncan –fax- 613-996-3306 or e-mail to DUNCAN.J@parl.gc.ca) and tell him they don't want the HST. Tell your MP that the HST will:

- ✓ be a burden on the poor
- ✓ increase the poverty rate and widen the gap between rich and poor
- ✓ cause school districts to cut services that are already under funded

Bill 33 Provincial Grievance Update

On Wednesday, November 25, and Thursday, November 26, Federation reps were before Arbitrator Dorsey yet again. This hearing was to decide the remedy for the 21 2006–08 Bill 33 grievances that Dorsey upheld in his August ruling. The BCTF argued for a remedy that would address the workload and stress of both individual teachers dealing with oversized classes and the school teaching and learning communities in which those classes were situated.

BCPSEA argued that teachers and schools should receive no real remedy for oversized classes or lack of true consultations. Their arguments included:

- ★ Teacher workload has no direct correlation to the size and composition of a class.”
- ★ “The Employer would need to assess the risk factor associated with the creation of classes over 30 and 3. If there are large monetary remedies awarded to the teachers in the 21 classes, the Employer may elect to reduce the risk of large monetary awards by reducing the number of classes over 30 and 3 in the future. Employers may decide that, in these difficult times, they cannot risk having huge monetary awards. Employers will be forced to make alternate decisions that will negatively and significantly affect both students and teachers.”
- ★ Teachers had “chosen” to teach oversize classes (either by electing to work full time or through participating in class organizations processes).
- ★ Had BCPSEA been made aware earlier of these situations they would have remedied them thus eliminating the necessity of the arbitration.
- ★ These years (2006–08) implementing Bill 33 was just a trial and error process and therefore, having used the arbitration process to establish the rules, school boards shouldn't be punished by having to remedy these classes, we should simply on a “going forward” basis agree that we will no longer have oversize classes in violation of the legislation.
- ★ In any case and in any event these violations were simply too small and trivial to attract and remedy.

Arbitrator James Dorsey has promised to decide this matter by January 11, 2010.

After this ruling the remainder of the outstanding 1,587 classes will be addressed.