



# NWTU UNION NEWS

NOVEMBER/DECEMBER 2021



## PRESIDENT'S MESSAGE

*Sarah Wethered*

Like many of you, I am counting down to the Winter Break. Two weeks without having to look at my email or to be in online meetings seems so luxurious to me. I am excited about spending Christmas with my family on Vancouver Island as it's been over a decade since my husband and I have done so. I'm looking forward to my mum's delicious breakfasts, my sister's fantastic turkey dinner, and my dad's memories of Christmases past (even though they usually involve embarrassing moments from my life). Every Christmas, my family puts together a new puzzle, and I've just found the perfect one for us to put together.

However, before Winter Break starts, there is still much to do. Under the leadership of bargaining chair, Darryl Schelp, we will start local bargaining on December 8. I'm hoping that we can build on the last round of successful local bargaining, and gain further improvements to our collective agreement. We will be sending out separate newsletters on local bargaining as our sessions progress. We have scheduled 9 bargaining dates between now and the end date of March 4, and I am confident that we will be concluded by then and the new improvements can be implemented on July 1, 2022.

We are also beginning work on an Equity Audit of our local. On November 24, ten members met with BCTF facilitators to take a workshop on Advancing Equity and Inclusion in our community. We will continue with this work on January 11, when we bring in a workshop on how to conduct an Equity Audit. If you are interested in one of the spaces in this workshop, please read further in this newsletter for more details.

As this message draws to a close, I would like to extend my holiday greetings to every member. I wish you much health, happiness, and good fortune in the new year. I hope you all enjoy your well-deserved Winter Break, especially after a very busy report card season.

## IMPORTANT DATES

**Dec. 14** - NWTU Executive Committee Meeting

**Jan. 11** - Equity Audit SURT

**Jan. 12** - NWTU Executive Committee Meeting

**Feb. 11 & 12** - Federation Leadership Institute

**Mar. 19 to 22** - BCTF AGM

## EQUITY AND INCLUSION

### *Advancing Equity and Inclusion*

On November 24th, a team of NWTU members attended the *Advancing Equity and Inclusion in our Schools and Communities* workshop at the NWSS library. During this training, participants learned about barriers faced by equity seeking groups and strategies for creating a more inclusive union environment. In the afternoon, **Equity and Inclusion Chair, Satnam Sangra, and Social Justice Chair, Bertha Lansdowne**, led participants in a discussion around identifying and implementing steps in improving equity and inclusion for all our members.

A follow-up training session has been organized for January 11, 2022. During this session, attendees will participate in the BCTF **Equity Audit** workshop. This workshop is designed to guide participants through the steps of an equity audit, including collecting data on current member diversity and brainstorming strategic changes to policies and procedures aimed at increasing member engagement.

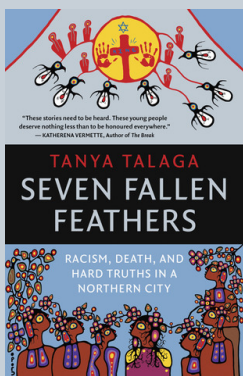
We are looking for members to attend this training. If you are interested, please register using this [Google Form](#) by **December 17, 2021**. If you are selected to participate, you will be emailed the Zoom link and details for booking your TTOC one week before the session.

**Please note:** People self-identifying as a member of an equity-seeking group will be given registration priority. This includes those who identify as female, trans\* (trans, transgender, transsexual, genderqueer, two-spirit, transwoman, transman), visible minority or racialized person, Aboriginal (Indigenous) person, person with a disability, or lesbian, gay, or bisexual person. This definition of equity-seeking is in alignment with the definition developed by the BCTF.

**\*\*\* Registration link:** <https://forms.gle/eeBENpvPhXhKnewF6>

#### Looking for a way to contribute to social justice, equity and inclusion?

The NWTU is looking for members to read and review the following books:



Reviews could take the form of a written submission, a short video, an original work of art or any other imaginative way the reviewer wishes to share their connections. Reviews will be published in the NWTU monthly newsletter. Those submitting reviews will receive a complimentary copy of the book.

Have an idea of another title?  
Send suggestions to Sarah Wethered at [lp40@bctf.ca](mailto:lp40@bctf.ca).

## DID YOU KNOW?

### ***Kwanzaa 2021***

Created by Dr. Maulana Karenga in 1966, Kwanzaa is a holiday that celebrates family, culture and heritage. It is modeled after the first harvest celebrations in Africa. Kwanzaa is celebrated for seven days. It involves lighting one candle per day for seven days in a special candle holder called a **kinara**. Each candle represents an African cultural value:

- *Umoja* (Unity)
- *Kujichagulia* (Self-Determination)
- *Ujima* (Collective Work and Responsibility)
- *Ujamaa* (Cooperative Economics)
- *Nia* (Purpose)
- *Kuumba* (Creativity)
- *Imani* (Faith)

To learn more about Kwanzaa, check out the CBC Kids Article [\*Kwanzaa — Celebrating Pan-African Culture, Community and History\*](#) or the [\*Discovery Education Kwanzaa Channel\*](#) which features images, videos and more.



To all of you who celebrate Kwanzaa...

***Heri za Kwanzaa!***

*Do you celebrate Kwanzaa, Christmas or another December holiday?*

*We want to hear from you! Send your stories to [lx40vp@bctf.ca](mailto:lx40vp@bctf.ca).*



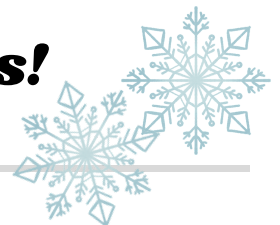
### ***Christmas***



From solemn, spiritual contemplation to family dinners and Christmas carols, there are so many ways that Christmas is celebrated around the world. Some stay up for midnight mass on December 24th. Others tuck the children into their beds early on Christmas Eve, leaving milk and cookies for Santa and carrots for the reindeer. Some Christians celebrate Christmas on December 25, others on or near January 7.

**However you celebrate it, to those of you who do...**

***Merry Christmas!***



## OPPORTUNITIES

### ***New Executive Members***

The following people were elected to fill NWTU Executive Table Officer positions at our November general meeting:

- **Lisa Seddon, Pro-D Co-Chair**
- **Andre Kozak, Local Rep to the BCTF**

Congratulations, Lisa and Andre! Thank you for taking on these important positions.

We also elected two BCTF AGM delegates at this meeting:

- **Kristie Oxley**
- **Lisa Seddon**

NWTU President, **Sarah Wethered**, and both Local Reps, **Andre Kozak** and **Bruce McCloy**, will also be attending the AGM. We are still looking for 3 AGM delegates and 2 alternates. If you are interested in attending the BCTF AGM from March 19-22, 2022, please forward your name to Sarah at [lp40@bctf.ca](mailto:lp40@bctf.ca).

We are also looking for volunteers to fill the following positions:

#### **Aboriginal Education Contact**

- Chairs Committee meetings with school-based representatives several times a year
- Answers questions from school-based AE Reps
- Provides reports to the NWTU Executive Committee
- Attends NWTU Executive Meetings
- Attends Zone Meetings (twice a year - Winter & Spring, typically a Friday/Saturday)
- Attends Summer Conference (in August, typically 3 or 4 days)
- Possibility of sitting on District Committees if they are struck

#### **Political Action Contact (2 positions)**

- Provides reports to the NWTU Executive Committee
- Attends Zone Meetings (twice a year - Winter & Spring, typically a Friday/Saturday)
- Attends Summer Conference (in August, typically 3 or 4 days)
- Works with President to connect with local politicians such as MLA, MP, etc

#### **French Language Education Chair**

- Provides reports to the NWTU Executive Committee
- Attends Zone Meetings (twice a year - Winter & Spring, typically a Friday/Saturday)
- Attends Summer Conference (in August, typically 3 or 4 days)

## **BCTF Annual General Meeting**

The BCTF Annual General Meeting is a time for delegates from around the province to come together and discuss important issues facing teachers and students. Attending the AGM is a great way to learn about how the BCTF President and Executive are protecting our rights and to have your say on upcoming policies. Delegates do not need to be table officers or take on other union commitments beyond attending this meeting.



# REMINDER

## NEW REPORTING ORDER



### ***Let It Snow!***

Wondering what to do on a snow day?

Check out the **District's Inclement Weather Policy.**

## DO YOU HAVE SOMETHING TO SHARE?

Do you know an NWTU member that has received special recognition for their work as an educator? Or do you know a member that you would like to highlight work they are doing in their school?

If so, please send an email to Kristie at, [lx40vp@bctf.ca](mailto:lx40vp@bctf.ca) to have them included in an upcoming edition of the NWTU Union News.

## CHANGE OF ADDRESS

If you find yourself living at a new address, please take the time to update the following:

- **BCTF:** Go to <https://www.bctf.ca/> and login to access your member profile.
- **New West School District:** Update through Gordana Ballarin (Manager of HR, Teacher/Admin), [gballarin@sd40.bc.ca](mailto:gballarin@sd40.bc.ca)
- **NWTU:** Update through Office Manager, Yvonne, [nwtuadmin@telus.net](mailto:nwtuadmin@telus.net).

## STAY UP TO DATE

### NWTU Email List

[http://bit.ly/NWTU\\_email\\_list](http://bit.ly/NWTU_email_list)



### NWTU Facebook Page

[http://bit.ly/NWTU\\_Facebook](http://bit.ly/NWTU_Facebook)



### New Teacher & TTOC Email List

[http://bit.ly/NWTU\\_NT-TTOC\\_Email](http://bit.ly/NWTU_NT-TTOC_Email)



## CONTACT US

- Sarah Wethered, President, [lp40@bctf.ca](mailto:lp40@bctf.ca) or 778.789.5713 (cell)
- Kristie Oxley, 1st VP, [lx40vp@bctf.ca](mailto:lx40vp@bctf.ca)
- D'Alice Marsh, 2nd VP, [lx40vp2@bctf.ca](mailto:lx40vp2@bctf.ca)
- NWTU Office: 604.526.8990