



# NWTU UNION NEWS

NOVEMBER 2022

## PRESIDENT'S MESSAGE

Kristie Oxley

This November is starting with exciting news. The BCTF Bargaining Team has recommended a deal and called for a ratification vote from November 16th to 18th. You can read about the tentative agreement in the [Bargaining](#) section of the BCTF website. You will need to sign in to access the information. The NWTU will also hold a Townhall meeting on Zoom on **Thursday, November 3rd at 3:30 pm**. We will go over the terms of the tentative agreement and answer questions at that time. Staff reps will also be sharing voting procedures with staff later this week.

The NWTU Fall General Meeting is scheduled for **November 15th at 3:30 pm**. For the first time since the start of the pandemic, this meeting will take place in person at the NWSS Library. As this meeting falls just before the ratification vote, discussion of the tentative deal and voting procedures will be part of the agenda. We will also start the meeting with a New Teacher Induction ceremony. All new teachers and TTOCs who have not yet been inducted into the union are invited to be recognized. Please register for the induction ceremony here: <https://forms.gle/6sMiS9HQRTTCEgSc9>

In an effort to keep members informed his month, the NWTU office will likely need to send out numerous emails. Additional correspondence will also come out from the BCTF. Please ensure that we have your email address by scanning the NWTU email list QR code on the last page of this newsletter. You may also want to check that the BCTF has your most up-to-date contact information by visiting the [Membership](#) area of their website.

As always, if you have questions about anything, please do not hesitate to contact the NWTU. You can reach us at:

- NWTU President, Kristie Oxley, at [lp40@bctf.ca](mailto:lp40@bctf.ca)
- NWTU First VP & Bargaining Chair, Darryl Schelp, at [lx40vp2@bctf.ca](mailto:lx40vp2@bctf.ca)
- NWTU Second VP, Sarah Wethered, at [lx40vp@bctf.ca](mailto:lx40vp@bctf.ca)
- NWTU Office Manager, Taryn Townshend, at [nwtuadmin@telus.net](mailto:nwtuadmin@telus.net)

## IMPORTANT DATES

**Nov 2** - I Read Canadian Day

**Nov. 4 & 5**- Fall Rep Assembly

**Nov. 8** - NWTU Executive Meeting

**Nov. 11** - Remembrance Day

**Nov. 14** - Pro-D Day

**Nov. 15** - NWTU General Meeting & New Teacher Induction - 3:30 pm  
NWSS Library

**Nov. 24-26** - Federation Leadership Institute

~ Kristie

## CONGRATULATIONS TO OUR MEMBERS!

In the last month, several members were honoured with awards or hosted PSA conferences.

### BCTLA New Teacher-Librarian of the Year - Larissa Kaminsky of Lord Kelvin Elementary



Congratulations to Larissa Kaminsky - BCTLA New Teacher-Librarian of the Year. She was honoured for such actions as:

- updated the average age of her collection by more than 4 years
- Made the physical space more accessible for students and easier to locate resources
- Advocated admin for additional funding to develop an Indigenous collection of authentic and up to date indigenous texts and stories
- Created a Sway on her school's website to showcase and advertise all what is happening in the library
- Developed a library skills and literacy curriculum map to help guide her teaching for k-5



During covid, while libraries and schools were closed, Larissa did a “Books in Hands” project. Being inspired by so many librarians around the world doing wonderful work to make access to books during the pandemic a priority, she knew she had to do something for her students and community. So, Larissa acquired by donations and advocacy over 1100 books to be donated to her students so that they would have something new to read. Larissa then hand selected and packaged up over 430 bundles of books based on students' reading levels and interests, for each of her students' and families at Lord Kelvin to keep and enjoy.

## CONGRATULATIONS TO OUR MEMBERS!

### CASLT Prix Robert Roy Award - Rome Lavrencic of New Westminster Secondary School



Earlier this month, Rome was awarded the Prix Robert Roy Award by the Canadian Association of Second Language Teachers (CASLT) in Ottawa. This prestigious, national award is named in memory of the late Robert Roy, a distinguished Canadian second language educator and founding president of CASLT. It recognizes significant contributions to the advancement of the second language education field. CASLT is the national association for what Rome did provincially with the BC Association of Teachers of Modern Languages (BCATML). Rome just completed his term as President after 10 years and is now Past President. Rome has been serving on the Executive for the last 17 consecutive years. It was a long, long time.



The BCATML is a BCTF Provincial Specialist Association. If you would like to learn more about the BCATML, please visit their website at <https://www.bcatml.org/>



## CONGRATULATIONS TO OUR MEMBERS!

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### PHE BC PSA Conference at Douglas College - Chad Oatway of Fraser River Middle School

The theme of the Physical and Health Education in BC (PHE BC) conference this year at Douglas College New West was “Leading for Change in Physical and Health Education”. As change is a constant reality in our schools and PHE programs, how can teachers ensure that high-quality PHE programs are inclusive and available for all students without burning themselves out in the process. PHE is a cornerstone for healthy schools and that the health of our students is the foundation in which learning occurs. The conferences touched upon a variety of K-12 topics such as:

- Cross-curricular Ed.
- Outdoor Ed.
- Physical Literacy
- Fundamental Movement Skills
- Teaching Games for Understanding
- Sport Ed./Game Based Learning
- Assessment
- Health and Wellness
- Food & Nutrition
- Mental Health & Social Emotional Learning
- Sexual Health
- Technology in PHE
- Equity, Diversity, and Inclusion
- Indigenous Way of Learning
- Fitness & Conditioning
- Leadership

Our purpose as a PSA is: To support teachers in their professional growth and development so that we can enrich the field of physical and health education for teachers and students in British Columbia. We advocate for and facilitate continuous growth in our field by bringing together professional learning experiences and resources to empower teachers to enhance their practice and the quality of learning experiences for students in their PHE programs.

<https://pheinbc.com/>

twitter: @PHEinBC



Since beginning of his teaching career in 2005, Chad Oatway has had the opportunity to work with youth of all ages as a Foods & Nutrition, Physical Health Education, Career Education, Sport Leadership, Math, and Science teacher.

Chad currently works at Fraser River Middle School as a grade 8 generalist teacher and is a District Physical Literacy Mentor. He coaches various sports in the district and community and is a sport director for a multi-sport camp in New West.

Chad serves as a BCTF PSA vice president for Physical & Health Education BC and is passionate about sport, physical literacy, and social, emotional and physical health promotion.

Personally, Chad loves being active with his family, coaching his children, and being involved in athletics and sport.

# CONGRATULATIONS TO OUR MEMBERS

BCTLA/TMC Conference - Sarah Wethered and Jenny Chang of NWSS



Teacher-librarians Sarah Wethered and Jenny Chang played host to the BC Teacher-Librarians' Association Conference, the first major conference to be held at NWSS. The 320 in person participants and 100 online participants were able to listen to a keynote by author David A. Robertson and an endnote by author Ivan Coyote. There were lots of workshops to choose from, including those put on by Lisa Seddon (QMS) and Patricia Pain (District Mentorship Facilitator), Kristie Oxley (NWTU President), and Sarah Wethered (NWSS).



Ivan Coyote

On Saturday, Sarah played host to the national symposium, Treasure Mountain Canada, which saw teacher-librarians from across the country come together to discuss current issues in teacher-librarianship. SD40 had many members attend this event.



David A. Robertson

These two events were a career highlight for Sarah, who had wanted to host the BCTLA conference for over 20 years.



BCTLA Executive



Treasure Mountain Canada



Jenny Chang and Sarah Wethered

# SOCIAL JUSTICE

The BCTF is a Social Justice Union.

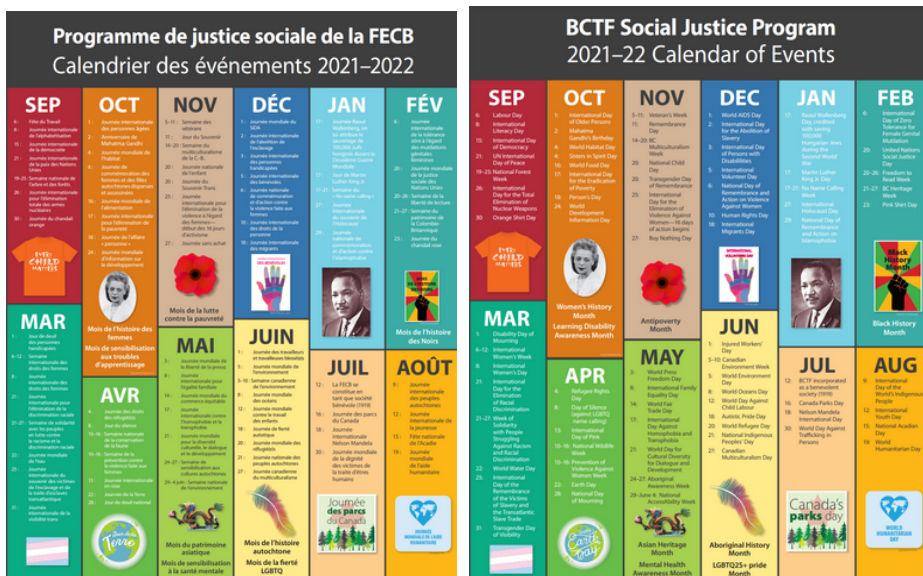
Under the umbrella of Social Justice, the BCTF has created a number of committees, each tackling an element of social justice. These committees are:

- Aboriginal Education
- Antiracism
- Disability Justice
- Economic Justice
- Environmental Justice
- LGBTQ2S+
- Peace and Global Education
- Status of Women

Comprised of dedicated and passionate educators, BCTF Social Justice committees work on advocacy efforts, including creating resources and posters that teachers can use in their classrooms, which can be found here:

<https://www.bctf.ca/advocacy-issues/social-justice>

The BCTF Social Justice Calendar outlines observances throughout the year.



Please note: These calendars are from last year. The 2022-23 posters will be available at <https://www.bctf.ca/advocacy-issues/social-justice> soon.

### In November, we recognize:

- Nov. 1: Trans Parents Day
- Nov. 5-11: Veteran's Week
- Nov. 11: Remembrance Day
- Nov. 16: Louis Riel Day
- Nov. 17-23: BC Multiculturalism Day
- Nov. 20: National Child Day
- Nov. 20: Transgender Day of Remembrance
- Nov. 25: International Day for the Elimination of Violence Against Women - 16 days of action begins
- Nov. 25: Buy Nothing Day

November is also *Antipoverty Month*.

The Social Justice Lens teaching resource is also available on the BCTF Website. Go to <https://www.bctf.ca/advocacy-issues/social-justice> and click the *Social Justice Lens* link.

## KNOW YOUR COLLECTIVE AGREEMENT

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### *Personnel Files*

The employer maintains personnel files on all NWTU members. Please refer to the article below for more information.

The NWTU highly recommends that teachers request to view their files periodically, and formally request that any reprimands be removed after the two year deadline. If you would like to view your file or have any questions about this, please email NWTU President, Kristie Oxley, at lp40@bctf.ca.

#### **ARTICLE E.23 PERSONNEL FILES**

1. There shall be only one (1) official personnel file for each employee, and it shall be maintained at the District Office.
2. After receiving a request from an employee, the employer shall forthwith grant access to that employee's personnel file.
3. An appropriate official of the District Office shall be present when an employee reviews their personnel file, and the employee may be accompanied by an individual of the employee's choosing.
4. The Board agrees that only material relevant to the employment of the employee, shall be maintained in personnel files.
5. An employee shall be informed when material is placed in the employee's personnel file and a copy of the material sent to the employee.
6. Where material critical of the employee, or in the nature of a reprimand, is placed in their personnel file, the employee may make written request to the Director of Human Resources to have the material removed two (2) years after the filing, provided that no further material of that nature has been subsequently filed. The employer shall provide written notice to the employee upon removal of the material from the employee's personnel file.
7. Personnel files shall be the custody of the Superintendent and shall not be accessible to other than appropriate administrative officials of the school district.

### *Staff Meetings*

#### **ARTICLE D.25 STAFF MEETINGS**

1. Employees must attend staff meetings in accordance with the provisions of this Article unless excused by their principal.
  - a. The principal shall give at least seven (7) days' notice of a staff meeting, except as provided in Article D.25.7 below. Where seven (7) days advance notice is not given, employees shall make every possible effort to attend the meeting.
  - b. An agenda of items shall be given to employees forty-eight (48) hours prior to any staff meeting where possible.
  - c. Employees may place items on the agenda to be considered.
  - d. Additional items for consideration may be added to the agenda at the beginning of the meeting.
  - e. Written minutes shall be maintained and copies shall be provided to staff.
  - f. Staff Meetings shall be conducted in a manner that enables all staff members to participate in a safe, inclusive, and respectful environment in which they may meaningfully engage.
2. Staff meetings shall be held on school days as defined by the school year calendar set by the Ministry of Education. Such meetings shall be scheduled:
  - a. To commence no more than one (1) hour prior to the beginning of classes;
  - b. To commence no later than ten (10) minutes after classes conclude and last no longer than ninety (90) minutes after regular dismissal time of students.
3. Employees shall attend staff meetings held at recess, lunch hour or outside the above time frame on a voluntary basis.
4. Employees shall make a reasonable effort to attend staff meetings that may extend beyond the time frame set out in this Article.
5. The staff may elect a chairperson to chair staff meetings.
6. Part-time and itinerant employees shall attend staff meetings whenever practicable or when the staff meeting is contiguous with the instructional assignment.
7. There shall be a maximum of four (4) hours of staff meetings per month.



# Compassionate Care Leave

## ARTICLE G.2 COMPASSIONATE CARE LEAVE

1. For the purposes of this article “family member” means:
  - a. in relation to an employee:
    - i. a member of an employee's immediate family;
    - ii. an employee's aunt or uncle, niece or nephew, current or former foster parent, ward or guardian;
    - iii. the spouse of an employee's sibling or step-sibling, child or step-child, grandparent, grandchild, aunt or uncle, niece or nephew, current or former foster child or guardian;
  - b. in relation to an employee's spouse:
    - i. the spouse's parent or step-parent, sibling or step-sibling, child, grandparent, grandchild, aunt or uncle, niece or nephew, current or former foster parent, or a current or former ward; and
  - c. anyone who is considered to be like a close relative regardless of whether or not they are related by blood, adoption, marriage or common law partnership.
2. Upon request, the employer shall grant an employee Compassionate Care Leave pursuant to Part 6 of the BC Employment Standards Act for a period up to eight (8) weeks or such other period as provided by the Act. Such leave shall be taken in units of one or more weeks.
3. Compassionate care leave supplemental employment insurance benefits:
 

When an employee is eligible to receive employment insurance benefits, the employer shall pay the employee:

  - a. one hundred percent (100%) of the employee’s current salary for the first week of the leave,
  - b. for an additional eight (8) weeks, one hundred percent (100%) of the employee’s current salary less any amount received as EI benefits.
  - c. current salary shall be calculated as 1/40 of annual salary where payment is made over ten months or 1/52 of annual salary where payment is made over twelve months.
4. A medical certificate may be required to substantiate that the purpose of the leave is for providing care or support to a family member having a serious medical condition with a significant risk of death within 26 weeks.
5. The employee’s benefit plans coverage will continue for the duration of the compassionate care leave on the same basis as if the employee were not on leave.
6. The employer shall pay, according to the Pension Plan regulations, the employer portion of the pension contribution where the employee elects to buy back or contribute to pensionable service for part or all of the duration of the compassionate care leave.
7. Seniority shall continue to accrue during the period of the compassionate care leave.
8. An employee who returns to work following a leave granted under this article shall be placed in the position the employee held prior to the leave or in a comparable position.

(Note: The definition of “family member” in Article G.2.1 above, shall incorporate any expanded definition of “family member” that may occur through legislative enactment.) [See also Article G.25 Emergency Leave for Family Illness for short term compassionate leave of up to five (5) days.]

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## Member Induction

The NWTU will hold an induction ceremony for our many new members at the beginning of our General Meeting on November 15th. All teachers who have been BCTF members for under 5 years and have not previously been inducted into the union will receive an emailed invitation from the NWTU. Please ensure that the NWTU has your personal email by following the steps outlined on the last page of this newsletter.

As induction is a special event for new teachers, we encourage all NWTU members to attend this ceremony and welcome our newest teachers to the profession.





# NWTU - General Meeting

Tuesday, November 15, 2022

In Person

NWSS Library @ 3:30pm

Topics



- NEW TEACHER/TTOC INDUCTION
- AGM DELEGATE ELECTION

All those who have been teaching for less than 5 years and have not been inducted yet are invited to be recognized.

Please fill in this form to let us know you'll be attending:

<https://forms.gle/qfE5iHYX8WWZBsRG7>

**THERE WILL BE FOOD AT THE MEETING  
& DOOR PRIZES TO BE WON!!  
INCLUDING.... \$50 GIFTCARDS  
TO VARIOUS LOCATIONS**



Questions? Please contact NWTU Office at  
(604) 526-8990 or email [lp40@bctf.ca](mailto:lp40@bctf.ca)





***BCTF Annual General Meeting Delegates***

All NWTU members are invited to put their names forward as an AGM delegate. The AGM runs this school year from March 18th to 21st, 2023. Elections for delegates will take place at our NWTU General Meeting on November 15th. If you are interested in putting your name forward, fill out this [AGM Delegate CV](#) and email it to NWTU Office Manager, Taryn Townshend, at [nwtuadmin@telus.net](mailto:nwtuadmin@telus.net).

***Opportunities for Members***

The BCTF posts opportunities for members on their website. These include callouts for committee members or delegates to meetings. You can view these opportunities by going to <https://www.bctf.ca/whats-happening> and clicking on **Postings and Opportunities**.

Right now, the NWTU is looking for one delegate who identifies as a woman to send to the BCTF Women's Institute from February 9 to 11, 2023. This event will take place at Coast Coal Harbour Hotel in Vancouver. Leave of absence, accommodation, transportation and childcare costs associated with this event will be covered by the BCTF. One delegate will be selected by the NWTU Executive Committee on Nov. 8th. If you are interested in attending, please fill in this [CV Form](#) and email it to NWTU Office Manager, Taryn Townshend, at [nwtuadmin@telus.net](mailto:nwtuadmin@telus.net).

**DO YOU HAVE SOMETHING TO SHARE?**

We're looking for stories to highlight in our newsletter. Please email stories and pictures to Kristie at [lp40@bctf.ca](mailto:lp40@bctf.ca) to have them included in an upcoming edition of the NWTU Newsletter.

**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, Taryn, [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**

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