



NWTU UNION NEWS

OCTOBER 2020

PRESIDENT'S MESSAGE

Sarah Wethered

In a blink, October is almost gone and the PSA day is here. Like many of you, I'm looking forward to attending my PSA conference and spending the day learning new things. It will be different this year, as all conferences are online, however, I'm looking forward to connecting with teachers throughout the province who may not have attended a PSA conference before.

Most of my work days are filled meeting with the district to solve contractual issues, answering a wide variety of member questions, and learning as much as I can about health and safety guidelines. I want to provide you with an update of some of the other highlights that we have accomplished.

We have signed a Settlement Agreement with the district to end an outstanding Failure to Fill grievance, thus avoiding many, many days in front of an arbitrator. Our settlement included a temporary addition of 0.6 FTE of non-enrolling teachers to the district, as well as the hiring of two PTOCs to try to ensure that we have enough TTOCs every day.

We have begun the process of melding our locally negotiated collective agreement articles that were ratified last year into our new provincial collective agreement. In the next month or so, Darryl Schelp, Bargaining Chair, and I, will be meeting with HR to work on getting this work completed. Hopefully, we get this process completed this year, so copies of the new collective agreement will be ready before we begin bargaining next year.

We signed a local Letter of Understanding on Remedy and remedy meetings have begun. If you have any questions or concerns about your class, please contact your staff rep. As always, all remedy meetings should occur with a staff rep present. Last year's leftover remedy has been transferred to the NWTU office and is available for Pro-D opportunities. Our office manager will be contacting affected members to inform them of the balances they have available.

~ Sarah

As a reminder, you may contact me via email at lp40@bctf.ca, or call our office at 604.526.8990, or call my cell phone at 778.789.5713.

You may also contact Kristie Oxley, 1st VP, at vp1@nwtu.ca and D'Alice Marsh, 2nd VP, at vp2@nwtu.ca.

IMPORTANT DATES

October 23 - Provincial Pro-D Day

November 11 - Remembrance Day

November 30 - Non-Instructional Day

STAY UP TO DATE

Want to be up to date on local union issues?

NWTU Email List

http://bit.ly/NWTU_email_list



NWTU Facebook Page

http://bit.ly/NWTU_Facebook



NWTU New Teacher & TTOC Email List

http://bit.ly/NWTU_NT-TTOC_Email



CONGRATULATIONS AND FÉLICITATIONS, CARMEN!

by Sheelagh Brothers & Tammy Dewar

Carmen Woo is our phenomenal Teacher-Librarian at Glenbrook Middle School! She has years of experience in all facets of teaching in the New Westminster School District. Throughout her career, Carmen has been a Resource Teacher, Classroom Teacher, and District Support Teacher in New West. She has fostered connections with personnel across the district, province, and country: building networks of resources in English, French, Literacy, Technology, and Social Justice. This bilingual, technologically adept superwoman makes sure that every staff member at Glenbrook has the option to have their students receive support in the Library Learning Commons. Carmen works with individual students, small groups, and full classes.

Glenbrook staff know that we can come to Carmen with “seeds” of ideas, and that she will help us nurture and develop them into amazing gardens of learning for our students. If we don’t yet have the ideas, Carmen will seek us out with proposals for collaborative opportunities and activities. Whether it is an ADST project that involves VEX robotics, an immersion in Indigenous storytelling and art (coordinated with District Leaders) or facilitating a workshop by community groups to teach students about Internet Safety, Carmen ensures that the learning happens and that every student is engaged. Every staff member and student at Glenbrook is a beneficiary of Carmen’s intellect, empathy, and commitment to learning.

This fall, we are so thrilled to announce that Carmen has been recognized for everything that she does for students, staff, parents, and visitors to Glenbrook by being named a recipient of a **Prime Minister’s Award - Certificate of Achievement for Teaching Excellence**.

Congratulations and Félicitations, Carmen!

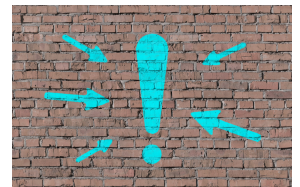


Photo provided by Carmen Woo.
Photographer Shane: www.shanefrancescut.com
613.809.4952

PRIME MINISTER'S AWARD

To read more about Carmen Woo and her being awarded the Prime Minister's Awards for Teaching Excellence and Teaching Excellence in STEM please visit the Government of Canada's recipients page here:

<https://www.ic.gc.ca/eic/site/pmate-ppmee.nsf/eng/wz02419.html>



DO YOU HAVE SOMETHING TO SHARE?

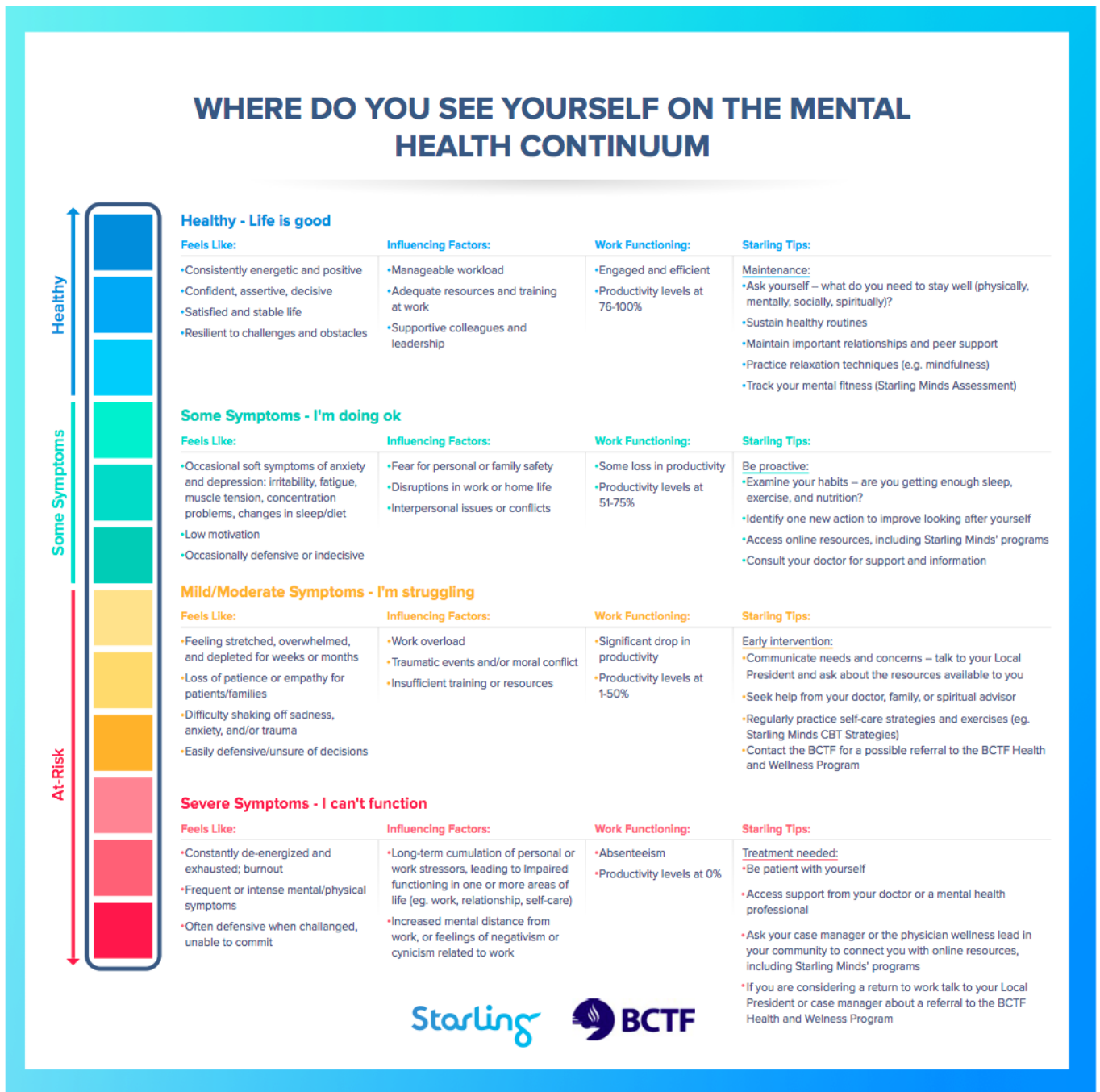
Do you know an NWTU member that has received special recognition for their work as an educator? Or do you know a member that you would like to highlight work they are doing in their school?

If so, please send an email to D'Alice, vp2@nwtu.ca, to have them included in an upcoming edition of the NWTU Union News.

MENTAL HEALTH AND WELLNESS

The mental health and wellness of educators is always important. Without their own personal wellness, it can prove to be difficult to support their students and their school community. However, the mental health and wellness of educators has never been more paramount than it is today with the additional stressors caused by the COVID-19 Pandemic.

Below you will find an infographic shared by [Starling Minds](https://www.starlingminds.com/) (<https://www.starlingminds.com/>), an online Cognitive Behavioural Therapy Program.



Teachers also have free access to the [BCTF Health and Wellness Program](#), including Living with Balance workshops. For more information on what the BCTF offers, please visit the BCTF website (<https://bctf.ca/wellness/>).

SICK LEAVE BENEFITS (ARTICLE G.20)

As we are entering cold and flu season, it's important to know about our sick leave benefits.

- Each member is credited with 15 sick days per year, based on a 1.0 FTE.
- In September, each member is credited with five (5) days, and then an additional day for each month of the remaining school year, to a maximum of fifteen (15) days).
- Sick days accumulate if they are not used.
- A maximum of 120 days may be used in one school year. After using 120 days, members must apply for
- SIP benefits.
- After five (5) consecutive days of absence, the Board may require a doctor's note.
- Further, members may use up to five (5) sick days a year to care for an immediate family member (Article G.25 - Emergency leave for family illness).



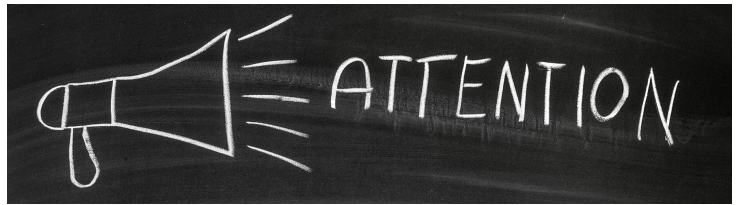
EI AND INCOME SUPPORT BENEFITS FOR TTOCS

If you are a TTOC or a teacher with few sick days accumulated and are asked to quarantine or to self-isolate due to COVID-19, you may be eligible for support.

The following has been shared by the BCTF:

The Government of Canada has implemented a new EI & Income Support Programs effective September 27, 2020 that run until September 25, 2021. The new income support benefits opened October 12, 2020 and provide compensation retroactive to September 27, 2020. For a full list of eligibility criteria and other questions related to the programs, please consult the EI & BCTF Members Page here:

<https://bctf.ca/TeachersOnCall.aspx?id=4754> & the TTOC Page here: <https://bctf.ca/TeachersOnCall.aspx>



NEW TEACHER & TTOCS

We are still looking for contact information for Teachers-Teaching-On-Call and early career teachers.

We want to be able to provide you with support in the first years of teaching. To be most effective, we want to be able to communicate directly with you! We would love to be able to share resources, have meetings specific to your needs.

As such, we need your personal, non-district, contact information. Please take the time to complete the New Teacher/TTOC Email List.



We are looking forward to supporting you and your needs.

http://bit.ly/NWTU_NT-TTOC_Email

NWTU EMAIL LIST

If you have not already please take a moment to join our NWTU Email List.

It is one of our goals to communicate effectively and efficiently. Part of this includes sharing and distributing information to the whole membership across the district.

In order to do this we want to be able to communicate directly with our members, and to prevent individuals from receiving duplicates of the same information, from the Union Office and from their site Staff Rep.

As such, we need your personal, non-district, contact information. Please take the time to complete the NWTU Email List.



http://bit.ly/NWTU_email_list

NON-ENROLLING MEMBER (R/E TTOC) SURVEY

Attention all non-enrolling members (i.e., LSTs, Teacher-Librarians, School Councillors, District Itinerants, etc.). Please complete the following online Google form if you requested a TTOC when you are absent, and you:

- were pulled from your non-enrolling position to cover another teacher's class, or
 - requested a TTOC when you were absent and one was not dispatched,
- or
- requested a TTOC when you were absent and the TTOC was pulled to cover another class.

Thank you, this information may be helpful in an upcoming failure to fill arbitration. There is no end date attached to this survey, and you are encouraged to revisit this survey every time one of the above instances occurs.

<https://forms.gle/7R5j4e2PtaxBwXsA9>