



# NWTU UNION NEWS

JUNE 2022

## PRESIDENT'S MESSAGE

*Sarah Wethered*

As I sit in my office writing this last president's message, I can't help but reflect back on my two years as NWTU president. This job is not an easy one, and then when you add into the mix, a global pandemic, it gets even harder. It has been a great honour to serve as your president and I will look back at my time as a highlight of my career. I would like to thank all of the executive members for their support, but I would especially like to thank Kristie Oxley, D'Alice Marsh, Darryl Schelp, Glenn Bullard, and Eric Young for their continued support and assistance whenever I called on them. I am so happy to see that Kristie will be president next year. I know that she is a hard working, highly intelligent colleague who will do her best for our membership and I look forward to being her 2nd VP next year. We were good friends before we served on the EC together, but our time together has just made us closer.

The end of May saw a lot of in-person events happening. Kristie and I attended the Federation Leadership Institute on May 26 in Vancouver, and then, along with Local Rep, Andre Kozak, we attended the Spring Representative Assembly. It was wonderful to actually meet people in person that I had only met virtually. All three of us also attended a reception for Teri Mooring to celebrate the end of her term as BCTF President. Three days of meetings could seem daunting, but being able to do them in person actually left me revitalized.

On May 31, I was honoured to attend the Qayqayt Rites of Passage ceremony at NWSS. It was a moving experience as we witnessed our Indigenous and Metis students participate in a graduation ceremony. I was humbled to be chosen to be a witness to the event and participated in a blanketing ceremony. I was sitting next to Dave Bollen, CUPE 409 president, and we both were emotional as we watched our young students being recognized for all their hard work.

I know that June is a busy one for all members and I hope that you all find time to catch your breath during the month and enjoy that last month with your students. For one last time, I want to thank you for all that you do for the young people of my adopted hometown. Enjoy your much deserved summer break and I will see you refreshed and revitalized in September. If you are ever at NWSS and pass by the library, please come and say hi.

## IMPORTANT DATES

**June 7** - NWTU Executive

**June 9** - Retirement Tea

**June 29** - Last day of School for students

**June 30** - Administration Day

**Sept. 6** - First Day of School for 2022/2023

## SPRING RETIREMENT TEA

The NWTU Spring Retirement Tea is coming up on June 9th. This is a time to celebrate the careers of our colleagues who are moving on to new adventures. This year's tea will be an in-person event - the first one in several years! Retirement Tea tickets can be purchased from staff reps.



Thursday, June 9th, 2022 at 3:30 p.m.

Sapperton Community Hall

**Congratulations 2022 Retirees!**



**Nancy Alexander**

(Lord Kelvin)

**Heather Avison**

(Virtual School)

**Joe Filippone**

(QE)

**James Janz**

(NWSS)

**Shannon Lange**

(Skwo:wech)

**Andrea Luck**

(Virtual School)

**Kathleen**

**MacDonald**

(NWSS)

**Tina McCloy**

(Skwo:wech)

**Anne Marie Milner**

(QMS)

**Kelly Ranford**

(RCAP)

**George Somogyi**

(NWSS)

**Cindy Vit**

(NWSS)

# WHAT'S HAPPENING

## National Indigenous History Month

June is National Indigenous History Month. According to the [Canadian Government](#), this month is "a time to recognize the rich history, heritage, resilience and diversity of First Nations, Inuit and Métis Peoples across Canada."

The BCTF Aboriginal Education department has developed a number of authentic resources and lesson plans for teachers. You can search for resources [here](#) or by going directly to their [webpage](#).

**Is your class or school doing something to mark LGBTQ2S+ Pride Month, National Indigenous Peoples' Day or National Indigenous History Month?**

Send your story and pictures to [lx40vp@bctf.ca](mailto:lx40vp@bctf.ca) so we can feature you in our next newsletter!

## National Indigenous Peoples Day

Tuesday, June 21st is National Indigenous Peoples Day.

Read about Indigenous Trail Blazers such as

- filmmaker and activist, Alanis Obomsawin

- surgeon and UBC Faculty of Medicine member, Dr. Nadine Caron
- neuroscientist and senator, Lillian Dyck and more [here](#).

## BCTF Events



The BCTF is hosting virtual events on important topics this June.

### Bargaining 101

- This session is aimed at informing members about the provincial bargaining process currently underway

### Pensions Seminars

- Every Tuesday from May 31 to June 28 starting at 4 pm
- No registration required. Access session using this Zoom link:

<https://us02web.zoom.us/j/87344950598?pwd=YWVqNkVvN25mRDBJTTA4aUJSZl1h3QT09>



**June is LGBTQ2S+ Pride Month.**

**Check out these resources:**

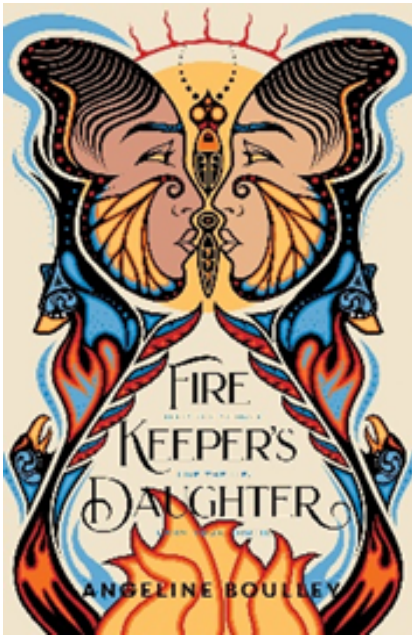
- [SOGI 123 Website](#)
  - [BCTF Classroom Resources](#)
- Search SOGI or LGBTQ2S+**

# Diversity, Equity and Inclusion

In March, Equity and Inclusion Chair, **Satnam Sangra**, and Social Justice Chair, **Bertha Lansdowne**, established a grant that would provide teaching resources to teachers in our district interested in infusing themes of diversity, equity and inclusion into their practice.

Teachers **Brenda Johnston & Elaine Su** each received resources through this grant. They have written the following reviews.

## ***Firekeeper's Daughter by Angeline Boulley***



"When Lily and I were on Tribal Youth Council, we all played a game called Bigotry Bingo. When we heard a comment that fed into stereotypes, we'd call it out. Dream catchers were the free space. Too easy. There were many others, though.

***You don't look Native.***

***Must be nice to get free college.***

***Can you give me an Indian name for my dog?"*** (210).

Debut author Angeline Boulley, an enrolled member of the Sault Ste. Marie Tribe of Chippewa Indians and the director of the Office for Indian Education at the U.S. Department of Education, toiled for ten years on this book.

Inspired by thrillers and Nancy Drew mysteries she enjoyed reading as a young adult, Boulley also wanted to show that Indigenous peoples "exist and have dynamic experiences beyond history books or stories set long ago ("Author's Note" 489).

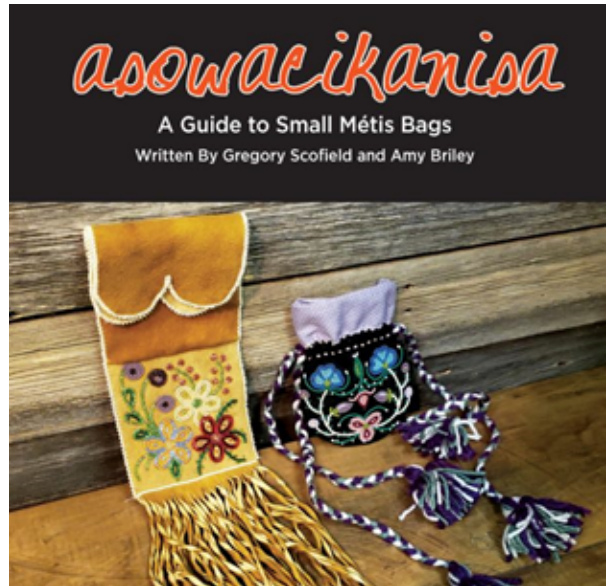
Her 17-year-old protagonist, Daunis Fontaine, is a community-minded mixed race descendent of the Sugar Island Ojibwe Tribe raised in Sault Ste. Marie, on Michigan's hockey-mad Upper Peninsula. She belongs to both the Anishinaabe and white worlds but does not feel that she truly belongs with the white default of the U.P. or the Anishinaabe people of Sugar Island facing both current and historical injustices. In the novel Daunis draws on her knowledge of chemistry and Ojibwe traditional medicine to track the source of a new lethal drug. The plot relies on elders sharing their traditional knowledge, but also their ability to learn new skills from young people who are knowledge carriers as well as recipients. Boulley includes female characters who fill powerful roles as judges, herbalists, healers and tribal leaders. Readers learn the language and culture of the Anishinaabe people while accompanying Daunis on an adventure to solve a mystery, unearth family secrets and deceptions, and determine Daunis's own future. With themes about justice, connection to land, responsibility to community, and identity, *Firekeeper's Daughter* is an engaging and informative read for young adults. I've recommended the purchase of a class set for English First Peoples 12 and English Studies 12 at NWSS.

# Diversity, Equity and Inclusion

***asowacikanisa:***  
***A Guide to Small Metis***  
***Bags***

**by Gregory Scofield and**  
**Amy Briley**

One of a series of how-to books on Metis material culture published by the Gabriel Dumont Institute Press, this book joins the original beginner's guide to Metis floral beadwork and other guides to contemporary-style Metis ribbon skirts, northern-style Metis moccasins, and fingerweaving.



Included in this illustrated book are the step-by-step processes on how to create two different bags, a tobacco pouch and a sash bag, which were traditional utilitarian items used by the Metis. Metis bead artisans spent countless hours adorning these functional bags, using beads to make floral patterns to emulate and honour nature. The Metis are often called the “Flower Beadwork People” because flower beadwork was most common in their designs. These bags are used today to carry traditional medicines and other treasured items, and they create a sense of belonging and cultural pride.

Greg Scofield, a well-known Metis poet and writer, born in Maple Ridge, began learning beadwork from his late aunty Georgina at the age of eight. Storytelling is an intrinsic part of beading due to the long hours any project entails. A descendant of the Dumont clan, Amy Briley was taught the traditional style of Metis beading and hand-sewing clothing by Scofield.

Containing historical information, easy to follow instructions, detailed photos, and an accompanying DVD, this book provides a connection to the traditional arts of my Metis heritage (Johnston and Lavallee families in Lac la Biche, AB) and is a cultural resource to share with students when I teach Indigenous literatures.

Brenda has been a teacher at New Westminster Secondary School (NWSS) for twenty-one years in the English, ELL and IB departments and a Co-Department Head of English since 2020. Before this, she taught at an English language school in Japan and a secondary school in Singapore. She completed an MA in English (SFU MATE) with a focus on Indigenous literatures in 2018.

### Did you know?

Strong Nations offers a wide range of authentic indigenous texts for purchase, including *asowacikanisa: A Guide to Small Metis Bags* and *Firekeeper's Daughter*.



# Diversity, Equity and Inclusion



## **Cultural Protocols, Cultural Empathy, and Cultural Safety**

Cultural Protocols, Empathy, and Safety is a self-guided video course created by Ta7taliya Paisley Eva Nahanee and Ta7taliya Michelle Nahanee, the mother-daughter duo behind Nahanee Creative. This three-part course gave an introduction to the concepts of cultural safety and creating a culturally safe and inclusive environment. I found this learning to be invaluable in so many ways, not just to help create culturally safe spaces for our students in our classrooms, but to be culturally empathetic to parents, community members, and colleagues as well. Cultural empathy is the foundation of safe and welcoming spaces where everyone can find belonging.

I had a few big takeaways from the lessons:

### **Cultural Protocol**

In order to decolonize our practices, we have to take the time to dismantle how dominant culture, colonialism, and capitalism are deeply ingrained into the dominant cultural protocols that surround us. For example, what does it mean to be 'professional'? What does 'dressing professional' look like? Why does this matter? In the dominant culture, we hold so many ideas of etiquette, routine, and decorum, but without critical analysis, we don't realize how exclusionary these ideas can be. Ta7taliya Michelle Nahanee talks about how different things are from a perspective of Indigenous cultural protocol, and how creating an inclusive environment necessitates placing Indigenous and other non-dominant cultural protocols in equal value and worth to what we currently hold as dominant culture. For example, what do introductions look like, when you're in a new group - what do we deem to be important information about a person you're meeting for the first time? In the context of the classroom, what rules, expectations, and values do you place on dress code, on punctuality, on tidiness? And how do these expectations serve or harm marginalized students?

### **Cultural Empathy**

It is vital to start the work from a place of cultural empathy. This means really being cognizant and appreciative of how diverse and nuanced culture can be. Ta7taliya Paisley Eva Nahanee talks about the importance of staying away from a pan-Indigenous view, which doesn't allow for the many nuances and differences between individual communities and nations. Cultural empathy also means recognizing cultural fluidity. This is the understanding that culture is not stagnant, it is ever-evolving. Though Indigenous people, and people from other cultures outside the dominant, have cultures and practices strongly rooted in and connected with ancestral knowledge, they also are contemporary people engaging with and living in contemporary culture. Having cultural empathy requires allowing culture and people to change, grow, and shift. It also means recognizing that colonialism prevented and prevents many Indigenous people from growing up in their communities and possibly forming connections with their ancestral heritage - and therefore, Indigenous identity is also nuanced, varied, and individual.

# Diversity, Equity and Inclusion

## Cultural Safety

Cultural safety is the practice of creating environments in which everyone’s identity is valued and welcome and included. It is the work of ensuring the respect for all cultures, while recognizing that some are more dominant than others. It is also the work of having an intersectional lens, i.e. ensuring inclusion across gender, across class, across race, and onwards. Ta7taliya Michelle Nahanee makes a really meaningful distinction between trauma-informed practice and cultural safety, wherein the limitation of trauma-informed practice is that it takes a deficit lens on a person. Instead, cultural safety practices ensure that though we are cognizant, empathetic, and thoughtful about everyone’s trauma (both personal and intergenerational), we are also looking beyond to think about what is possible and what can change. In other words, no one wants to be thought of as only their traumas and the worst parts of their experiences. We owe it to each other and our students to see everyone as whole, honoured people. In order to create safe and inclusive spaces, we need to have cultural safety plans that are intentional about what needs to happen for everyone to feel safe.



Elaine Su 苏依冷 is a first-generation Chinese-Canadian settler currently working as an elementary teacher-librarian and kindergarten teacher. She is also a writer, an editor, and a consultant in equity, diversity, inclusion, and justice work, helping publishers, schools, authors, and communities bring an anti-oppressive lens to children's literature and education. Visit her website at [elainesu.com](http://elainesu.com) for book lists and more recommendations on building an anti-oppressive kids' book collection.

## 2022-23 NWTU Executive

Table Officers	Name
President	Kristie Oxley
1 <sup>st</sup> Vice President	Darryl Schelp
2 <sup>nd</sup> Vice President	Sarah Wethered
Bargaining Chairperson	Darryl Schelp
Treasurer	Rome Lavrencic
Recording Secretary	Jim Russell
Pro-D Co-Chairs	Lisa Seddon & Kristie Oxley
Aboriginal Education Chairperson	Bertha Lansdowne
Health & Safety Chairperson	Karin Krueger
Social Justice Chairperson	Currently vacant
New Teacher & TTOC Chairperson	Samantha Dowdell
Diversity & Inclusion Chairperson	Satnam Sangra
Local Reps to the BCTF	Bruce McCloy & Andre Kozak

Thank you to everyone who put their name forward for a position on the 2022-23 NWTU Executive Committee!

# Bargaining Highlights

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Last month we printed the newly negotiated bargaining language in our newsletter. The following is a reprint of the article for those who may have missed the original.

**Please Note:** The red font indicates changes from the previous Collective Agreement.

## C.23 Part-time Employment Leave

- o In the following five places, application and notification dates have been changed from April 30 to **March 31**.
  - C.23.4.a.ii
  - C.23.5.a.i
  - C.23.5.f.i
  - C.23.6.a
  - C23.6.a.ii

## G22.3 Extended Maternity Leave

3. In two places, application and notification dates have been changed from May 31 to March 31
  - a. Employees granted leave under G.22.1.b who choose not to return to work at the expiration of that leave may apply for extended maternity leave, four (4) weeks prior to the start of a semester or term, or by **March 31st** in respect to leave expiring on June 30.
  - b. Leave shall be granted upon request for a period of up to a maximum of thirty (30) school months, with return to coincide with the commencement of a term or semester.
  - c. Employees returning from extended maternity leave shall do so at the commencement of a term or semester and shall notify the Board four (4) weeks in advance except in respect to leave expiring June 30 where notice shall be given by **March 31**.

## D.35 Space and Facilities

**When new construction or renovations will affect an employee's working environment and materials, employer representatives will meet with union representatives to convey plans and seek input to support packing, moving, and unpacking.**

## E.26 Assignment in School

1. **Assignment within a school shall be based on the qualifications, training, experience, equitable distribution of workload, and personal preference of the employee, and shall not be used for disciplinary purposes.**
2. **In the case of employees in District positions reporting to a District administrator, for the purpose of this agreement, they will be deemed to be the staff of a District school and the District administrator considered their school administrator.**
  - a. **When assigned by the District administrator to a site(s), the site administrator(s) will be their designated supervisor(s).**
3. **The Board shall make every reasonable effort to ensure that an employee in a 1.0 FTE position will be assigned to consecutive teaching blocks.**



# Bargaining Highlights

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## G.32 Leave of Absence – Long Term

1. An employee with **three (3) or more consecutive years of services may request, an be granted a long-term leave without pay under Article G.31.1.b. (Extenuating Circumstances Leave).**
  - a. **An employee may not re-apply for a leave under this article unless at least three (3) years have elapsed since returning from a previously approved leave under this article.**
  - b. **In extenuating circumstances, the Superintendent may grant a leave that does not meet the conditions above.**
2. Where an employee is on leave of absence at the cost of a Teacher Teaching on Call (TTOC), the daily rate of deduction will be one hundred sixty dollars (\$160.00) per day. [In dispute].
- **An employee on long-term leave of absence must give notice by no later than March 31 for return to the district in September, or no later than October 31 for return in January or semester two (2).**
3. **An employee returning from long-term leave of absence shall be reassigned to the same position held prior to their leave, except when Article C.5 (Seniority/Layoff/Recall/Severance Pay), Article E.21 (Transfer of Assignment), or other articles may be applicable. If the prior position does not exist, then E.27 (Posting Vacant Positions) and E.28 (Filling Vacant Positions) apply.**

## **In addition, the NWTU issued the following Estoppel notice to the District:**

The New Westminster Teachers' Association, upon the June 30th, 2022 expiry date of the collective agreement, hereby places the Employer on notice that, commencing on the effective date of the renewal collective agreement, the Union expects the employer to follow the provisions set out in D.21.3:

*No teacher shall suffer loss of pay in the event of a Board ordered closure of a worksite of a Board ordered cancellation of student attendance. No teacher shall be required to report to work in either of the above circumstances.*

If a school is closed for students, no teacher should be expected or encouraged to report to the school site. If you are asked to attend or remain in a school that is closed to students, contact your staff rep or the union office immediately.



## **NWTU SUMMER OFFICE HOURS**

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NWTU office staff will be taking vacation during the summer. Office staff will work until 4 pm on Thursday, July 7th. They will return from vacation on Monday, August 29th. To contact the office during these dates, or throughout the school year, you can call 604-526-8990 or email NWTU Office Manager, Taryn Townshend, at [nwtuadmin@telus.net](mailto:nwtuadmin@telus.net). A big thank you to Taryn as well as to NWTU Office Assistant, Meaghan Chabot, for all your hard work this year.

Incoming NWTU President, Kristie Oxley, will be working until July 15th and will return from vacation on August 22. She can be contacted via email at [lp40@bctf.ca](mailto:lp40@bctf.ca).

# REMINDER

## ***BCTF Committee Opportunity***



The BCTF is looking for members to sit on the **Ministry of Education K-12 Reporting Implementation Working Group.**

Applications are due by Monday June 6, 2022, at 5:00 p.m. For more information or to apply, visit <https://www.bctf.ca/whats-happening/news-details/2022/05/20/ministry-k-12-reporting-implementation-working-group>.

## **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)
- NWTU Office: 604.526.8990.