



# NWTU UNION NEWS

APRIL 2022

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## PRESIDENT'S MESSAGE

*Sarah Wethered*

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And in a blink, March is at an end. I hope that all of you had a safe and restful Spring Break. I know that many of you were able to get away and travel for the first time in a long time, and I am very envious of those who got to visit somewhere warm during our rainy Spring Break.

Spring Break for me included attending the BCTF AGM which was held virtually. A big thank you to those members who attended this four day event: Andre Kozak, Bruce McCloy, Rome Lavrencic, Kristie Oxley, and Lisa Seddon. At this meeting, we set a status quo membership fee for next year and elected a new executive committee, including a new President, (Clint Johnston), 1st VP (Carole Gordan), and 2nd VP (Robin Toszczak).

At our March 8 executive meeting, I informed the EC that I will not be running for president in our May elections and will be returning to the NWSS library learning commons. This was a tough decision to make, however, knowing that I would forever lose the position that I love if I was successful in a third presidential election made the choice easier. I'm looking forward to working in the new NWSS building, but must admit that I am nervous about returning as everything is completely different from what I left.

Speaking of new buildings, I spent part of the first day back from Spring Break at the new Skwo:wech Elementary School. Once everyone is settled in, and all the required furniture arrives (including the shelving for the library), I have no doubt that it is going to be a wonderful building to work and learn in.

The last exciting piece of information I would like to share is that we have now received our melded 2019-2022 collective agreement and I will be signing it off on Thursday, March 31. A big thank you must go to Darryl Schelp who worked so hard to see this day.

I would like to finish this message as I always do, thanking you for the incredible work you do for the children of my adopted home town.. I am so thankful for all of the hard work and dedication you put into your jobs to make New West children feel safe, secure, and eager to learn.

## IMPORTANT DATES

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**Apr. 12** - NWTU Executive Meeting

**Apr. 5, 13 & 20** - Local Bargaining Townhalls

**Apr. 22 to 23** - Zones

**Apr. 26** - Bargaining Ratification Vote

**May 3** - Special Nomination Meeting

**May 5 & 10** - Voting for contested positions

**May 10** - NWTU Executive Meeting

**May 17** - NWTU AGM

## WHAT'S HAPPENING

### *Local Bargaining*

The local bargaining team has reached a potential agreement with the district. The next step in this process is hold a ratification vote.

The ratification vote will be held digitally on April 26th. More information will about voting will come out closer to that date.

The NWTU will be holding a series of **Bargaining Townhall Meetings** so that members can hear about the potential agreement and ask questions before voting. These meetings will be held on Zoom starting at 3:15 pm on the following days:

- April 5
- April 13
- April 20

Please register for the session of your choice [here](#). Registrants will receive the link to the Townhall 24 hours before the meeting.



### *BCTF Annual General Meeting*

The BCTF AGM was on March 19 to 22 this year.

A great, big thank you to this year's AGM Delegates who met and attended several days of meetings:

- Andre Kozak, NWTU Local Rep
- Rome Lavrencic, NWTU Treasurer
- Bruce McCloy, NWTU Local Rep
- Kristie Oxley, NWTU First Vice President & PD Co-Chair
- Lisa Seddon, NWTU PD Co-Chair
- Sarah Wethered, NWTU President



### *Special Technology & Pro-D Fund*

The draw for additional Pro-d Funds or Technology was held at the NWTU Executive Meeting on March 8th. All winners were contacted by the following day.

Cheques for additional Pro-d funds were sent out to Pro-d Treasurers before Spring Break. If you opted for additional Pro-d funds, please consult your treasurer for next steps. If you opted for funds for technology, please scan your receipt and send it to Taryn Townshend at [nwtuadmin@telus.net](mailto:nwtuadmin@telus.net) by April 30, 2022. Please include your full name and school name with your receipt.

If we end up with extra funds after May 1st, we will do an additional draw.

**WHAT'S HAPPENING**

***Equity, Inclusion & Diversity Resources***

Thank you to all teachers who requested an Equity, Inclusion & Diversity resource or who opted to take a professional development course.

In May's NWTU newsletter, we will begin a series of reports focused on sharing these resources with our members.



***NWTU Elections***

NWTU annual elections will be held in May. All those interested in running for a position on the NWTU Executive are invited to declare their candidacy. This can be done in one of two ways:

1. By emailing a completed CV form to the NWTU Office Manager, Taryn Townshend, at nwtuadmin@telus.net. CVs are due by 3 pm on May 2nd.
2. By attending the Special Nominations meeting on May 3 and being nominated from the floor. Please note: Self-nomination is permitted.

All candidates running unopposed on May 3 will be acclaimed to their positions. Positions with more than one candidate will be voted on. As in previous years, voting will be run through the *Simply Voting* platform on:

- May 5th (first vote)
- May 10th (second vote if first vote is not decisive)

Candidates running for a contested position will have their CVs circulated to all NWTU members.

If you have any questions about elections, please contact NWTU President, Sarah Wethered at lp40@bctf.ca.



***NWTU Annual General Meeting***

The NWTU Annual General Meeting will take place virtually on May 17th. A poster and Zoom link will be sent out in early May.

Come for the important information and updates...

... stay for the door prizes!

## YOUR COLLECTIVE AGREEMENT

# Early Retirement & Retirement Seminars

The following articles from our collective agreement outline member's rights regarding **Early Retirement** and **Retirement Seminars**.

### **ARTICLE G.33 LEAVE TO ATTEND RETIREMENT SEMINARS**

1. An employee who is fifty (50) years of age or older may be granted, upon request, up to a maximum of one (1) day's leave of absence per year, with pay, to attend BCTF sponsored retirement planning seminars.
2. An employee who is fifty-five (55) years of age or older shall be granted at least one (1) day's leave of absence per year, with pay, to attend BCTF sponsored retirement planning seminars.

### **ARTICLE G.34 EARLY RETIREMENT INCENTIVE PLAN**

1. The Board will pay from a specific fund set aside for the purposes of early retirement a retiring allowance to employees who retire under the Teachers' Pension Plan before reaching age sixty (60).
2. The fund referred to in G.34.1 will be an amount per budget year equal to the maximum of Category 4 on the salary grid.
3. In order to be eligible for this allowance, the employee must:
  - Be on a continuing appointment;
  - Be age fifty-five (55) or over;
  - Be on the maximum step of the salary scale;
  - Retire from employment in the New Westminster School District;
  - Have at least twenty (20) full-time equivalent years of pensionable service, as defined by the applicable pension plan;
  - Provide Human Resource Services with notice by April 1 for those who intend to retire under this plan on June 30, or by October 1 for persons who intend to retire on December 31.
4. The allowance will be paid in one instalment at the end of the month the employee retires and will be calculated as a percentage of the employees' salary scale, exclusive of allowances, in the manner outlined in the chart below.
5. Part-time employees will receive the allowance pro rata to the percentage of time actually worked averaged over the last five (5) years of service prior to retirement.
6. If the number of employees applying for the Early Retirement Incentive Plan in any one budget year exceeds the funding for that year pursuant to G.34.2, individual employees will receive a fractional proportion of the total funds available in that year. Any budget monies not used in a budget year will be transferred to the next year(s) to a cap of one hundred thousand dollars (\$100,000.00).
7. Provided the terms of the applicable policies permit, individuals who retire early under this article may maintain coverage in the following benefit plans for a maximum period of five (5) years by paying one hundred percent (100%) of the premium costs: Dental; Extended health benefits; Group Insurance (if plan permits for retirees).

Age in Month of Retirement	Percentage of Annual Salary
55	40%
56	35%
57	30%
58	25%
59	20%

## 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, Sarah Wethered, at [lp40@bctf.ca](mailto: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.

## PROFESSIONAL DEVELOPMENT

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### *New Teachers' Conference*

Registration is now open for the 2022 New Teachers' Conference.

[Click here to register.](#)

New teachers with a teaching contract can have their registration reimbursed through their personal pro-d funds.

TTOCs can apply to the NWTU to have their registration paid. Fill out [this form](#) and send it to Kristie Oxley at [lx40vp@bctf.ca](mailto:lx40vp@bctf.ca).

# REMINDER

## NWTU Vacant Positions

The following positions are currently open on the NWTU executive:

- Aboriginal Education Contact
- Political Action Contact (2 positions)
- French Language Education Chair
- New Westminster and District Labour Council Rep

While we will be voting on all positions at the May 3 Special Nominations meeting, if you are interested in filling any of these positions in the interim, please email NWTU president, Sarah Wethered, at lp40@bctf.ca.



## 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 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
- **NWTU:** Update through Office Manager, Yvonne, 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 or 778.789.5713 (cell)
- Kristie Oxley, 1st VP, lx40vp@bctf.ca
- NWTU Office: 604.526.8990.