

# NEWSLETTER

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## SOCIAL JUSTICE 12 AND THE HUMAN RIGHTS TRIBUNAL

As many of you know the ADTA filed a grievance regarding the Board's April 2009 policy on the teaching of Social Justice 12, i.e. only students whose parents have provided written consent may be enrolled and specific directions to teachers on their responsibility. The grievance was scheduled to be heard by arbitrator, Vince Ready, in June 2010. However, the Board and the ADTA/BCTF have agreed to adjourn the hearing of the grievance generally while we seek a ruling from the Human Rights Tribunal that the policy creates a discriminatory teaching and learning environment. We will keep you informed of further developments. In the meantime, if you have any questions, please contact us. Rick Guenther, President ADTA

## ADTA EXECUTIVE FOR 2010/2011

The ADTA held its Annual General Meeting on May 19th. The first item of business was the election of the Executive for the 2010/2011 school year. The following members were either acclaimed or elected.

<b>President:</b>	Jeff Dunton	<b>Past President:</b>	Rick Guenther
<b>Vice-President:</b>	Doug Smuland		
<b>2nd Vice-President:</b>	Jennifer Brooks		
<b>Professional Development Chair:</b>	Deb Varnes	<b>Local Representative:</b>	Ken Ambrose
<b>Health &amp; Safety Representative:</b>	Dyanne Warkentin	<b>TTOC Representative:</b>	Janice Brost
<b>Secretary - Treasurer:</b>	Erin Quast	<b>Social Justice Chair:</b>	Brenda Head
<b>Communication Coordinator:</b>	Liane Loeppky	<b>Aboriginal Education Chair:</b>	Laura Menagh
<b>Members at Large:</b>	Deborah Beres, Harold Kokot, Kenneth Marshall		

## HEALTH ISSUES

Do you suffer from health issues that seem only to exist when you are at work? Things such as dry, burning eyes, a constant cough, a runny nose, that over the weekend or an extended break seem to get better or go away. If so please contact the ADTA office either by phone: (604) 854-1946 or email [adta34@telus.net](mailto:adta34@telus.net)

## TEACHERS' PENSION PLAN

### Re: Employer and Member Contribution Rate Increases

As a result of the December 31, 2008, actuarial valuation report and a plan partner agreement on improving the sustainability of cost-of-living adjustments for the Teachers' Pension Plan (TPP), an increase in contribution rates is necessary. The TPP trustees have decided that, effective July 1, 2010, plan member contribution rates will be increased by 2.04 per cent of salary (1.00 % increase to the Inflation Adjustment Account and 1.04 % increase to the basic plan) and plan employer contribution rates will increase by 1.04 per cent of salary. The new rate structure will be as follows:

	On salary equal to or less than YMPE	On salary greater than YMPE
Plan Member Rate	11.20%	12.70%
Employer Rate	13.33%	14.83%
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Total Rate effective July 1, 2010	24.53%	27.53%

(YMPE = Year's Maximum Pensionable Earnings = \$47200 in 2010)

### Re: EHB Subsidy and Indexing

1. With regard to the removal of the Extended Health Benefit subsidy on January 1, 2012; all retirees will lose the present subsidy. Those receiving the subsidy presently, or who retire before January 1, 2012, will not be grandparented. All retirees will continue to have access to a group benefit plan, as they do now with the Dental Plan and the Extended Health Benefit for their partners and dependents.

2. The change to the provision of indexing, will in fact, affect very few teachers. If you retire at age 55, effective January 1, 2012, you will not receive any indexing until after you reach age 56. After that, you will receive the same indexing granted by the Teachers' Pension Board of Trustees to retirees each January 1.

**ENJOY YOUR SUMMER BREAK!**

**REMINDER: THE ADTA OFFICE WILL BE CLOSED FROM JULY 2/10 AND  
WILL REOPEN AUGUST 30/10.**

**If you are requiring assistance contact the ADTA office and leave a message or  
contact the BCTF at 1.800.663.9163**



**YOUR BENEFITS**

Even though benefits are considered provincially negotiated contract provisions, the specific benefits and premium sharing costs vary widely around the province. For example, in our Collective Agreement (CA) the employer pays 80 % of Medical Services (MSP), Extended Health (EHB), Group Life, and Dental while in West Vancouver the employer pays the entire premium cost. In Campbell River, however, the employer pays only 50 % of MSP, EHB, and Group Life but 100 % of Dental.

Specific benefits also range widely. In Abbotsford, teachers are allowed \$ 290 per year for vision care and \$ 1500 per year for Dental plan C. By comparison, Burnaby teachers are only entitled to vision care up to \$ 100 per year but enjoy annual Dental plan C coverage of up to \$ 2500. And, Vancouver teachers have no limit on their Dental plan C coverage.

These disparities, and the generally low limits, were not addressed in previous negotiations for a variety of reasons, some of which may have been legitimate. However, they must be addressed in the next round of bargaining. In preparation for next year's negotiations your bargaining team will be seeking your position on benefits and other contract matters. If you need more information regarding benefits please visit the ADTA web-site, under Publications, and read the documents labeled "Benefit Premium Sharing" and "Benefits Comparison".

**CHANGE OF ADDRESS?**

PLEASE INFORM THE ADTA OFFICE IF YOU HAVE A CHANGE OF ADDRESS SO WE CAN KEEP OUR RECORDS AS UP-TO-DATE AS POSSIBLE.

**HEALTH & SAFETY**

**WHO ARE YOU GOING TO CALL?**

**Did you know?**

Health and Safety Reps at your school do more than check to see if the floors are slippery or if your boxes are stacked too high.

**What is a Health and Safety rep?** Health and safety reps are elected by members of the teaching and support staff unions at each work site. Together, with an administrative rep, they comprise the joint occupational health and safety committee to prevent and address all health and safety concerns for all workers at your workplace.

**What is a Health and Safety concern?** Violent incidents including verbal or electronic threats, dangerous intruders, and physical assault by students or parents. Indoor air quality issues including lack of ventilation (fresh air), asbestos, mould, toxic cleaning supplies, and lack of cleaning. (Often when budgets are cut, the first thing to go is custodial support.) Ergonomic issues such as height of work stations, working on cement floors, work practices such as sitting in small chairs in primary grades, bending over to help students, and using ladders or step stools instead of chairs. Noise reduction in gyms, music rooms, shops, portables, and classrooms. Communicable diseases such as H1N1, measles, and fifth disease. Working alone in portables, isolated wings of schools, after hours, and during extracurricular activities, all of which require policies and procedures to ensure the safety of the workers. New- and young-worker training and orientation of health and safety issues before starting work. The right to know of any health and safety issues.

**What should you do if there is a Health and Safety concern?** If you recognize any health and safety issue as those listed above for you or any other worker, you should: report the concern to your admin. report to a health and safety rep.

**What should happen next?** The administrator deals with the issue if it can be addressed immediately. If not, then members of the joint committee will investigate and make recommendations for remediation to the employer.

**When should WorkSafeBC be contacted?** A worker has the right to contact WSBC to speak to an officer at any time about any health and safety issue. Depending on the issue, the officer may refer the worker back to the health and safety committee or come out to the site to do an inspection or investigation. If there is a health and safety emergency such as discovering asbestos, a violent intruder, or gas or chemical leak, then WSBC should be contacted and an officer should investigate immediately.

**What should you do if you are injured at work?** (Remember, injuries are not just physical.)

• Report to the first aid attendant • Report to the administrator • Fill out a WCB 6A form and give it to your administrator and health and safety rep • Call Teleclaim 1-888-WORKERS • Go to your doctor.

**Who should you call if you have any questions?** • your Health and Safety rep • your local president • the BCTF Health and Safety Officer in prevention, Karen Langenmaier or the BCTF WCB advocate, Patti McLaughlin.

Karen Langenmaier, BCTF Health and Safety Officer

**FACTOR 88 DON'T WAIT**

Teachers who have reached factor 88, age plus contributory service with the teachers or municipal pension plan, and have 120 sick days or more saved may voluntarily withdraw from the BCTF Salary Indemnity Plan: Long Term. If you have reached age 65 or factor 90, you are no longer eligible for long-term benefits and should withdraw. It is necessary for you to apply to withdraw. Send a completed form, available from Income Security, local presidents, or online at [bctf.ca/pensions/salary/LT-WithdrawalForm.shtml](http://bctf.ca/pensions/salary/LT-WithdrawalForm.shtml), to the BCTF Income Security Division.

**TOCs Did you Know?**

**BC College of Teachers Fees Article: 2:18.2**

**Upon written application** to the School District Human Resources Department, including the original of the College fee receipt, substitute teachers who have worked for the Board for forty (40) FTE days in any one (1) school year shall be eligible for reimbursement of the annual College membership fee.