

Teachers are not the employer

1. When you request a preferred TTOC, you are acting as if you are the employer.
2. TTOCs are day-by-day employees. Their ability to work can be impacted by anecdotal comments when teachers are permitted to request specific TTOCs. Without an objective seniority-based call-out system, TTOC employment may be decided by individual teachers. It is **not** based on a fair and transparent evaluation process, which is the right of every contract teacher through our collective agreements.
3. **Would you want your career future and your ability to earn a living to be determined this way?**



TTOC facts

- on average, BC TTOCs work 70 days
- 45% worked less than 70 days
- only 8% worked 111-130 days
- 26.5% of the TTOC responders owe a student loan
- 47.3% of the responders owe loans that are \$20,000 or more

Source: 2008 Teachers Teaching on Call Working Conditions Survey

- TTOCs do not receive medical, dental, or extended health benefits

Opportunities for your voice to be heard

To be involved further in discussion or action on TTOC seniority, contact:

- **your local: president, executive, TTOC contact or representative, or Working and Learning Conditions/Bargaining Committee**
- **BCTF TTOC Advisory Committee (contact Kelly Shields, BCTF staff person responsible for TTOC issues—1-800-663-9163 or 604-871-1879 in the Professional and Social Issues Division)**
- **BCTF Working and Learning Conditions/Bargaining Advisory Committee (contact Ritchie Kendrick in the Field Service Division—1-800-663-9163 or 604-871-1887)**
- **BCTF Collective Bargaining Department (contact John Wadge—1-800-663-9163 or 604-871-1837)**

Get involved in local bargaining 2011-12

BARGAINING FOR OUR FUTURE



British Columbia Teachers' Federation

bctf.ca



Seniority for all



British Columbia Teachers' Federation

bctf.ca

TFEU
CCD11-0014

Seniority is a basic union principle

AGM and Representative Assembly decisions

- That the BCTF and its locals work to secure contract language that provides for seniority-based TTOC call-out procedures. *(AGM 2007)*
- That BCTF locals work to eliminate the practice of contract teachers calling out, selecting, or expressing a preference for particular TTOCs to fill a teacher absence. *(AGM 2007)*
- That the BCTF have a province-wide campaign to educate the members about seniority-based call out for TTOCs. *(RA 2009)*

Teachers speak out

“With seniority call out, I would be assured work before new graduates who get hired in May. With seniority, I know I would be hired for contract positions before those with no teaching experience.” *(TTOC)*

“We need a fair, objective, and transparent process that recognizes years of experience and service to the district.” *(TTOC)*

“Seniority would be the best criteria for selecting TTOCs. It would mean consistently having the same TTOCs come into my classroom, a benefit for my students who come to know them, and for me because I know how to prepare for that day.” *(classroom teacher)*

Executive Committee decisions

- TTOC call out be based on seniority
- size of TTOC list should be limited to ensure that all TTOCs will earn a livable wage
- post and fill should be based on seniority
- districts should have permanent TTOC positions

Seniority provides...

- stability
- fair and transparent process
- eliminates competition and animosity between TTOCs
- eliminates favouritism and luck
- no more “in the right place at the right time”
- no more “using your connections”
- gives first call and first right of refusal
- protection from ageism
- recognizes loyalty to a school district and the community

Contract teacher

- contract teachers have had seniority since 1983 when BC teachers went on strike for seniority-based layoff and recall to prevent boards from arbitrarily choosing who to lay off
- transfer and downsizing protection (some collective agreements)
- tenure and job protection
- first hired is last laid off
- portability between districts improves mobility

Teachers teaching on call (TTOC)

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*Very few locals have specific seniority provisions for TTOCs. The provincial collective agreement provides for seniority credit for TTOCs: 19 days equals 1 month, 189 days equals 1 year.

TTOC fact

- TTOCs earn less than \$30,000 per year
- the average TTOC earned \$14,000 in 2007

Local bargaining goals



BCTF recommendations for local bargaining

- continuing contract permanent TTOC positions who will be dispatched first
- seniority-based call out for TTOC list after permanent list assigned
- seniority-based hiring for TTOCs to contract positions
- seniority credit to be based on number of days/ part-days worked as a TTOC
- TTOCs receiving retirement pension benefits accrue seniority from date of hire to TTOC list.

Discussion of this issue at the local level is key to building support for seniority call out as a local bargaining objective.