

Our Side of the Table



Local Meeting - June 14, 2011

Vernon Teachers' Association Negotiating Team

We met with the Management Team today from 8 until 3. We began by discussing Personnel Files. Currently, our language says:

Where material critical of the teacher, or in the nature of a reprimand, is placed in the file, the teacher may request to have the material removed provided that two years have elapsed from the filing, and no further material of that nature has been subsequently filed. Such request shall not be unreasonably denied.

The Management Team wants to add language strengthening their ability to keep certain materials permanently in a teacher's file.

We tabled language on:

- | | |
|--|----------------------------------|
| • Leave for Communicable Disease (i.e., fifth disease) | Management would not discuss it. |
| • Sick Leave | Management would not discuss it. |
| • Maternity "top-up" | Management would not discuss it. |
| • Adoption Leave | Management would not discuss it. |
| • Family Responsibility Leave | Management would not discuss it. |
| • Parenthood Leave | Management would not discuss it. |
| • Paternity Leave | Management would not discuss it. |
| • Compassionate Leave | Management would not discuss it. |
| • Bereavement Leave | Management would not discuss it. |
| • Reimbursement for Personal Property Loss | Management would not discuss it. |
| • Duration of the Day (i.e., Cherryville's extended day) | Management would not discuss it. |

We talked again about Staff Meetings, one of the issues being part-time teacher attendance obligations. VTA has proposed part-time teachers attend the number of staff meetings proportionate to their FTE. Management is insisting all part-time teachers less than .5 should attend one staff meeting per month, while those .5 and above should attend up to twenty. The VTA Team read the following comments from Vernon teachers:

- ***“What about a teacher who is part time because that is all there is and they have another job to supplement their income. Do they ask their other employer for the time off to attend a meeting for their other job?”***

Management Team’s Response: *That’s part of setting the schedule at the beginning of the year is for that purpose...just like grade 12 kids who work at Tim Horton’s who have a government exam, they ask, ‘Can I please not work? My boss has called a staff meeting.’”*

- ***“When I was .5 in (another district), I was expected to attend .5 of the meetings. Seemed fairly logical. (The Management Team’s) stance has a huge impact on working mothers who often opt for a reduced assignment to be able to be with their children. Penalizing them by expecting them to attend meetings on their own time and pay for childcare on top of that, is discriminatory.”***
- ***If a teacher got a .2 next year and she had to attend one staff meeting a month, it would cost her a minimum of \$60 because she’d not be able to work after school. She would be better off financially TTOC-ing everyday where she’d have no requirement to attend staff meetings!***

Management said they would not back off their stance on part-timers. At this point in bargaining, we expect to make progress with this and other issues surrounding Staff Meetings such as: a definition, duration, and frequency.

The Management Team has collected Staff Meeting data from administrators. ***“Principals say they are very understanding, very accommodating”*** regarding excusing part-time teachers from meetings. Regarding Staff Meetings going too long, Management said, ***“...cases of going over are rare... principals say they are not going over those limits.”***

Questions for you:

- How many staff meetings are called each month by your administration requiring your attendance?
- How often do they go into “overtime”?
- What is expected of you as a part-time teacher?

Please let us know – send us an email!

Our next meeting is scheduled for Monday, June 20th. You can send feedback and comments to: vtanegotiatingteam@gmail.com You can also stay informed and post your comments to the new Facebook group: ***“VTA Bargaining Page.”***