



Bargaining Bulletin

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2011 06 02 #5

"I can't afford to be on strike!" - teacher, 2005

With our collective agreement ending June 30, 2011, many colleagues are thinking about the future and looking to the past. When we had a 2 week walk out in 2005, it challenged all of our finances. However, it was an investment in our future. That investment will likely pay a 100

fold dividend. A loss of salary of \$3,173 for the two weeks likely resulted in a \$2,094 reduction in take home pay. However, in 40 years (of working and retirement), the investment in a wage increase yields a cumulative \$302,716 dividend. If the government continues to insist on a 'Net Zero' mandate,

realize that they are forcing a financial impact to your future in the hundreds of thousands of dollars.

Can you afford not to make the investment in your future?

In reflection, could you afford to not have gone on strike?

Potential Income Without a Strike

	% Increase	Income
2003 Year 1	2.5	63,469
2004 Year 2	0	63,469
2005 Year 3	0	63,469
2006 Year 4	0	63,469
2007 Year 5	0	63,469
2008 Year 6	0	63,469
2009 Year 7	0	63,469
2010 Year 8	0	63,469
Year 9 to 15	0	63,469
		952,035
less strike		0
Total Salary		\$952,035

Resulting Income With a Strike

	% Increase	Income
2003 Year 1	2.5	63,469
2004 Year 2	0	63,469
2005 Year 3	0	63,469
2006 Year 4	3.5	65,719
2007 Year 5	2.5	67,362
2008 Year 6	5.5	71,117
2009 Year 7	2.5	72,895
2010 Year 8	2	74,353
Year 9 to 15	0	74,353
		1,062,324
less strike		3,173
Total Salary		\$1,059,151

DIFFERENCE \$107,116

Projected Pension Income

2012 Year 1 to 5	45,612
2037 Year 6 to 25	35,700
Total Retirement	\$942,060

Projected Pension for Both

2012 Year 1 to 5	53,436
2037 Year 6 to 25	43,524
Total Retirement	\$1,137,660

DIFFERENCE \$195,600
Overall DIFFERENCE \$302,716

Assumptions for income calculations above

- 10 Year Cat. 5 Salary in 2005 \$63,469
- Teacher is mid career with 15 years service
- Pension estimated with 5 year single life with 30 years service and birthday as of June 30, 2011
- 0% year 9 to 15 for consistency between scenarios
- average life expectancy of 85 years

Information provided by Surrey Teachers' Association

PROVINCIAL UPDATE

This is the wording of the motions related to the strike vote passed by the BCTF Representative Assembly on Friday, May 27, 2011 :

1. That, on the advice of the Executive Committee, if there is a lack of progress in negotiations a provincial LRB supervised strike vote be conducted between June 24, 27, and 28, 2011.
2. That given the authority of this strike vote, phase one of collective action begin on September 6, 2011.
3. That each subsequent phase of our collective action strategy be authorized by a successful provincial vote.
4. That **Phase One** of the collective action strategy will be province-wide and focused on serving our students:

a. MEMBERS WILL:

- teach.
- maintain communications with parents regarding student progress.
- maintain communications with appropriate officials regarding the health and safety of students and staff.



b. MEMBERS WILL NOT:

- undertake any mandated supervision of students outside of regularly scheduled classes.
- attend any meetings with management.
- submit student attendance information to administration, including any electronic formats.
- provide administrative officers with any routine printed, written, or electronic communications.
- accept any printed, written, or electronic communication from an administrative officer, unless it is necessary to class start up.
- engage in mandated reporting.
- administer or mark any mandated or employer initiated assessment.



**LTA Executive Emergency Meeting
Tuesday, May 31st, 4PM Re: Strike Vote, setting General Meeting
dates, and additional school visits.**

smo:usw2009:leu#35

Local Negotiation's Update:

The Langley Negotiating Team met with the Board on Thursday, May 26th at the LTA office. We were successful in presenting revised language on two articles of our Collective Agreement:

Article E.27 - No Discrimination

Article E.28.1 - Anti-Racism

Both these revised articles were 'signed off' by the LTA Chief Negotiator, Gail Chaddock-Costello and the Board's Chief Negotiator, Jennifer Canas. Langley is now one of twelve (12) locals in the province to have signed off any revised CA language.

The Board brought back for further discussion Article A. 29 - Internal Mail and Article A.30 - Bulletin Boards. The LTA Negotiating Team did not agree to the revisions as they saw them as adding limitations to existing CA language.

Articles G.35 & 42 (new); Articles B.20 & 21; Articles C.25,27 & 28; Articles E.22,24 & 25. These articles were presented, BUT the Board's position was that they could not 'discuss, read or accept' these Bargaining Objectives as they fell within Letter of Understanding #1.

The LTA Negotiating Team feels this direction from BCPSEA to all Boards across the province stands in stark contrast to the BC Supreme Court decision, on April 13th by Madame

Justice Griffin. She declared the legislation that stripped teacher collective bargaining rights in 2002 was **unconstitutional and invalid**. Justice Griffin gave the government twelve (12) months for 'redress' but it is not reasonable to expect schools to re-organize and re-staff in April, 2012. The BCTF and the LTA expect that all schools in Langley will be staffed and budgeted to meet the return of our 'stripped contract language' provisions by September, 2011.



We will return to the Bargaining Table on Monday, June 6th at the LTA and continue talks with Article F.23 - Professional Development.

Many thanks to Kathy Simpkins for attending in the afternoon as an observer and to the Langley Teacher Librarian Association for baking such fabulous cookies, that were enjoyed by both Negotiating Teams.