



	December / January District Representative Meetings	
<p><b>Guidelines for attendance of meetings for District Representatives as approved by ARA</b></p> <p>"28.6 The following shall be observed as the appropriate order of priority among Council member assignments:</p> <ol style="list-style-type: none"> <li>1. Council Meetings</li> <li>2. Provincial Committee Meetings</li> <li>3. Assigned Representation Functions</li> <li>4. Organized meetings with members of the Association at any level involving government political leaders or Alberta Education officials at the Assistant Deputy Minister level or higher</li> <li>5. Local Association Meetings</li> <li>6. Specialist Council Liaison Assignments</li> <li>7. Teacher Convention Association Meetings</li> <li>8. Area Conferences</li> <li>9. Consultants Meetings</li> </ol> <p>(1981 12, 2006 04)"</p>	<b>DEC 2</b>	Rocky View #35 Political Engagement, Calgary
	<b>DEC 3</b>	Foothills #16 CSR, Okotoks
	<b>DEC 5-6</b>	PEC, Barnett House
	<b>DEC 9</b>	Rocky View #35 Teacher Welfare, Calgary
	<b>DEC 12-13</b>	Finance Committee, Barnett House
	<b>DEC 16</b>	Rocky View #35 BUGM, Airdrie
	<b>DEC 19</b>	Rocky View #35 Executive, Calgary
	<b>JAN 7</b>	Foothills #16 CSR, Okotoks
	<b>JAN 8</b>	Canadian Rockies #59 CSR, Banff
	<b>JAN 9</b>	Rocky View #35 Executive, Calgary
	<b>JAN 11</b>	Teacher Welfare Services Committee (TWSC) Meeting, BH
	<b>JAN 15</b>	Finance Committee, Barnett House
	<b>JAN 16</b>	Rocky View #35 CSR Meeting, Calgary
	<b>JAN 17</b>	PDTCA, Calgary
	<b>JAN 20</b>	Rocky View #35 Political Engagement, Calgary
	<b>JAN 23-24</b>	PEC, Barnett House
	<b>JAN 25</b>	Christ the Redeemer #29, CSR, Okotoks
<b>JAN 28</b>	Foothills #16 Executive, Okotoks	
<b>JAN 29</b>	Canadian Rockies #59 Meeting with Trustee	

## TEACHER WELFARE

### Pension

On 2019 11 19, President Schilling wrote to D Wylie, auditor general of Alberta, requesting that he initiate an immediate review of provisions in Bill 22, *Reform of Agencies, Boards and Commissions and Government Enterprises Act, 2019*, that would place the assets of the Alberta Teachers' Retirement Fund (ATRF) under the exclusive management of the Alberta Investment Management Corporation (AIMCo). The Association expressed concerns about the probity of the legislation and uncertainty about whether this model would serve the interest of plan beneficiaries as well as government. The auditor general responded to the Association's request on 2020 01 07, noting that, at the time the request was made by the Association and similarly, the ATRF, the matter was before the legislature and he was unable to act. With the passage of the legislation, the auditor general gave consideration to the concerns expressed by the Association and ATRF and has indicated that his office, as auditors of both ATRF and AIMCo, "will review the implementation of the change as part of [its] audit work in the coming year."

Please speak to your MLA about REPEALING Bill 22.

ATRF's Annual Report was posted on their website on January 23. Investments have led to the plan performing so well that there will be a reduction of 1% needed to pay into the plan: 0.5% for members and 0.5% for government. For a teacher with 4 years education and maxed experience, this is a reduction of \$460 annually. The first part of the agreement with AIMCo has concluded – offered permanent continuing contracts to 50 ATRF employees.

## **Arbitration**

The arbitration award, written by David P Jones, QC was received by the Association 2020 01 10. In a split decision, the arbitration board decided not to award any salary increases for teachers through the term of the central agreement, September 1, 2018 to August 31, 2020. Section 101 of the Labour Relations Code states the object of an interest arbitration to be to determine wages and benefits which are fair and reasonable to employees and employers and are in the best interest of the public. Mr. Jones focused on “the best interest of the public”: “In my judgment, it would not be in the public interest or acceptable to the general community for teachers to receive a salary increase, given the economic circumstances which currently prevail in the province, including the high unemployment rate, the absence of any comparable collective agreement settlements containing salary increases, and the nonmonetary provisions which the teachers have obtained in the current collective agreement.

- The Association was seeking 3 per cent increases in both the 2018/19 and 2019/20 school years. The Teachers’ Employer Bargaining Association (TEBA) was seeking a 2 per cent rollback of salaries on behalf of all 61 school boards.
- The Association advanced a very strong argument in arbitration, and we were confident that a modest and reasonable salary increase was possible. Unfortunately, the arbitrator largely ignored the recent history of salary restraint in teacher collective agreements and chose to focus on the state of the Alberta economy.
- Combined with other settlements, this arbitration means general salary increases since 2012 have been 0, 0, 0, 2, 0, 0, 0 and 0. That is 7 zeroes in the last 8 years. This result will place even greater pressure on the next round of collective bargaining. We will be seeking a long overdue correction.
- This WAS a split decision. The ATA nominee, Leanne Chahley, would have awarded a 3% increase to the salary grid for this school year, retroactive to September 1, 2019. Members can read The Arbitrator’s Report in the “Worth Talking About” section on the provincial website.

**Central Table Bargaining Committee (CTBC) met December 16** to discuss bargaining preparation for the next round of central table bargaining. The committee discussed strategy around timing of the 2020 bargaining round and reviewed and suggested changes to the 2018 bargaining need survey for use in 2020. BAC will meet for the first time on February 1, at both BH and SARO.

## **Financial Wellness Workshops available in the spring to locals via Capital Estate Planning**

- **Financial Wellness Workshops have been set up to support financial wellness**
- The workshops will cover financial management, emergency planning, and debt reduction.
- Intent of the workshops is to reduce anxiety by giving members a plan for financial wellness

## **Online Workshops**

ASEBP, through their partnership with Homewood Health, has several online tools and resources for “Finetuning Your Finances”:

- Taking Control of Your Money
- Spending Wisely During the Holiday Season
- Financial Consultation (Life Smart Program)
- Is It Time for a Money Makeover

In the wake of the terrible Ukrainian Airlines tragedy, Homewood Health, has made additional supports available. – These supports are available to anyone in Canada. Members do not need to have benefits through ASEBP to access.

**We are living in extraordinarily challenging times and unprecedented political circumstances.**

- The Alberta Teachers' Association has taken steps to get its financial house in order by insuring its continuing financial liquidity in the face of uncertainty. This includes addressing structural financial challenges arising out of previous budgetary decisions by transferring a portion of the funds in the Special Emergency Fund into the operational budget.
- The Association continues to have at its disposal significant reserves that it can mobilize to support advocacy and collective action.
- As it plans its budget for 2020/21, the Association is managing financial pressures that are a direct consequence of the provincial government's cuts to education grants and failure to fund increases student enrolment and increased costs.
- Teachers and their Association will vociferously oppose staffing reductions and underfunding of public education using all legal means available.
- In this effort, teachers are united, determined and supported by a large majority of parents and fellow Albertans.

**Pay attention to Talking Points that are password protected - constantly updated.**

Login <https://www.teachers.ab.ca/Pages/Home.aspx>

**My ATA >> Members Only >> Members Only site >> Talking Points**

- Concerns about anti-energy bias in classrooms
- Policy 15 of the UCP AGM introducing voucher system
- Pension takeover
- Class size initiative review
- Bill 9 – salary arbitration
- Bill 8 and changes to GSA legislation
- Changes to provincial testing program
- Change to curriculum process
- Purchasing power down, class size up
- Complex classroom booklet
- Blue Ribbon Panel on Alberta's finances
- Class Sizes in Alberta's Schools
- Assessment, Reporting, and Public Assurance
- Questions on a Unified Profession
- What is the ATA

**Worth Talking About**

Login <https://www.teachers.ab.ca/Pages/Home.aspx>

**My ATA >> Members Only >> Members Only site >> Collective Bargaining Updates >>**

**Worth Talking About**

In early December, Teacher Welfare introduced a new publication entitled Worth Talking About with information for all members which can be easily shared, posted or tweeted. To date, four such publications have been issued:

- [Salary arbitration and employment](#)
- [Financial wellness and AB fiscal cliff](#)
- [Bargaining and teacher pensions](#)
- [Grievances and teacher salaries](#)

Future topics will include more on local collective bargaining, school board and the province's financials, and teacher compensation.

### Subscribe to provincial mailings – recently you would have received:

- notice of the arbitrator's decision
- the link for Alberta Government seeking feedback to help inform the creation of Budget 2020. **Teacher input is crucial to help highlight the importance of proper funding for public education.** You are encouraged to take a few moments to submit the online survey, or if you prefer, take part in an upcoming telephone town hall. The 3 question survey, open until February 7, is available here: <https://www.alberta.ca/budget-consultation.aspx>
- **Telephone town hall details:** Southern Alberta (including Red Deer) - Tuesday, January 28 from 6:30 to 8 pm.

### POLITICAL ENGAGEMENT

This year's political engagement seminar, held at Barnett House on March 6 and 7, will feature an adjusted program. The Association will be using the seminar as an opportunity to strengthen connections with parents and to help spur the development of local parent advocacy groups. In order to achieve this goal, locals have been asked to invite parent delegates to attend as part of their delegation.

### Women in Leadership Summit

The first annual Women in Leadership Summit will be held at Barnett House on Sunday evening and Monday, 2020 03 08(eve)-09. An agenda for the Summit will be emailed to registrants as soon as it is finalized.

The Association will provide the normal grant-in-aid support to locals for 1 delegate to attend the Summit, as well as substitute teacher coverage and child care costs for this event. Dinner will be provided on Sunday evening and breakfast and lunch will be provided on Monday.

**Unused spaces as of 2020 02 07 will be offered to other locals wishing to send additional delegates, on a first-come, first-served basis. Please send an email to [aspacia.kratounis@ata.ab.ca](mailto:aspacia.kratounis@ata.ab.ca) to register your local's desire to send additional delegates.**

### PD

"Convention Review Draft Implementation Plan" has been approved in principle.

### ALBERTA ADVISORY COMMITTEE FOR EDUCATIONAL STUDIES

Vacancy: One field member Term: Two years (to commence as soon as possible) The (ATA) names one field member as a representative to the Alberta Advisory Committee for Educational Studies (AACES), an external body consisting of representatives from cooperating organizations. The primary objective of AACES is the encouragement and financial support of educational studies. It may also support publications designed to disseminate the results of educational studies. This position is an opportunity to represent your colleagues and the Association on an external committee. As an ATA representative, you would attend the committee meetings as called (usually two per year, held in Calgary). The Association covers travel and incidental costs, as well as release time, to enable field members to attend meetings. All active ATA members are eligible for the position. The successful candidate for the position will possess experience and expertise in academia related to educational studies. A graduate degree in education is considered an asset. In addition, consideration shall be given to those who have evidenced commitment to the Association through attendance at ARA or Summer Conference, and/or the holding of office in a local, specialist council, bargaining unit or convention association. Candidates for committee and representation positions are selected to serve on the basis of their expertise, their commitment to the Association and, in some cases, their geographic location and area of specialization. Contact DR if interested. January 30 deadline.

### **ATA Indigenous Education Award**

The Indigenous Education Committee is pleased to share a new opportunity intended to highlight projects, programs, events or activities organized by a local association to promote Indigenous Education.

Entries will be judged by the representatives from the ATA's Indigenous Education Committee based on the following criteria:

- How successfully the project, program, event or activity achieved its goals.
- How the project, program, event or activity affected the local's membership (for example, motivated actions).
- How well the project, program, event or activity advanced knowledge, developed skills and fostered Indigenous awareness, and contributed to reconciliation in the local and/or community.
- How effectively the project, program, event, or activity advanced Indigenous education and reconciliation efforts in public education.

### **Legislature resumes sitting Tuesday, February 25, with the presentation of the Throne Speech.**

#### **GOVERNMENT**

The annual online **Member Opinion Survey** will be available in the Members Only section of the Association website from 2020 02 10 – 03 02. The MOS is used to track trends and issues in order to adapt programs and services to strategically meet the needs of members and advance the teaching profession. Among the new topics broached in the MOS 2020 survey will be the psychosocial factors that contribute to teacher wellness and a conviction scale related to the types of legal actions members might be prepared to undertake.

The initial **research design phase of a two-year study on TQS and LQS implementation** has been completed. For the study's next stage, baseline data will be gathered through interviews focus groups and a random stratified survey to gain insight into Alberta teachers' experiences with the revised TQS and new LQS. The research will inquire into the effects of the new dimensions of both professional practice standards, identifying any gaps in the resources necessary for their successful implementation across rural and urban setting. The survey also includes questions that will provide insight into how the standards are affecting public assurance and (re)shaping the culture of schools and collegiality across a unified profession in Alberta.

#### **Longitudinal Polling of Public Opinion**

For the first time in eight years, the disapproval rate has been greater than the approval rate in terms of how the government is handling K-12 education in the province. This is a phenomenal result in a short amount of time, as the cross-over has occurred in less than a year. This is a clear indication of the advocacy work of what the Association and its members are doing.

## Member Advocacy

**What are YOU doing to advocate for a fully funded public education system in Alberta, necessary for a just and equitable society?** Please contact your MLA – email, phone, visit. The letter campaign (“My classroom concerns are . . .” has been incredibly effective. A similar campaign has been prepared for parents.

Some MLA offices are averaging hundreds of phone calls a day from teachers and parents. Please phone your MLA again and encourage everyone you know to do the same. Keeping this pressure on our elected officials, who were elected to represent *us*, is vital in advocating for a fully-funded public education system.

When you email your MLA, copy a cabinet minister, as your email is then part of FOIP. Copy the leader of the opposition and the shadow cabinet minister, as well, so that there is no denying that MLAs have been contacted on various issues.

## I <3 Public Education / #redford

RVATA 35 has set up a store – buttons, stickers, t-shirts (cost recovery). The LCO can also share how to do this.

## Going Forward

1. Take care of yourself. Respect your 30!
2. Be strategic. The government and the Association are not on the same power dynamic. Be strategic as to which battles to fight and when to fight them.
3. Don't get distracted: Daylight Saving Time, photo radar, panels, etc.
4. **Solidarity with other one another and with other public service unions.** Pay attention to what is currently happening with UNA. UNA bargaining has opened with AHS demand for four-year wage freeze coupled with massive rollbacks.

## Who to follow on Twitter:

- @CanRocksATA59 (Canadian Rockies)
- @ATALocal29 (Christ the Redeemer)
- @FoothillsATA (Foothills)
- @rvata35 (Rocky View)
- @nakaskak (Karen Nakaska)
- **@yomeeks (former ATRF Chair – daily pension updates!)**
- @LukaszukAB (former ED minister)
- @JanisIrwin (NDP MLA for Edmonton-Highlands, former SS teachers)
- @RachelNotley
- @SOSAlberta (Support our Students)
- @AdrianaLaGrange
- @jkenney

**Much of what we enjoy today, as proud Alberta teachers, has been hard fought, but will easily lost, if we become discouraged or complacent.**

**“My friends. Love is better than anger. Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful, and optimistic And we'll change the world.” ~Jack Layton**