

Supply Teachers to Become Federation Members COURT DECISION



Approximately one year ago, the Court of Queen's Bench in New Brunswick declared that parts of the Public Service Labour Relations Act were discriminatory. The section that mostly concerned the public service unions, including the Federation, was to strike down the definition of "Employee", particularly the section where the Act imposed continuous employment for six months before gaining employee status. The Court gave the New Brunswick Government one year to pass new Legislation in order to correct this discriminatory definition. The Government has since drafted Bill 35 with the intent to grant employee status to part-time and casual employees from the very beginning of their employment. Thus, from their first day in a supply position at school next year, supply teachers will become members of the Federation.

Before the beginning of the 2010-2011 school year, the Federation will enter into an Agreement with the Employer to increase the daily remuneration paid to supply teachers. When the New Brunswick Teachers' Federation's regular collective agreement expires in 2012, the Federation will then be in a position to negotiate more benefits and conditions of employment for its supply teachers.

At the time of writing this article, many questions with regards to the status of supply teachers within the Federation ranks remain unanswered. Both the Federation Executive Committee and the Board of Directors will be monitoring this situation closely and making the appropriate decisions when necessary. Any further news will be posted on the Federation Website at www.nbtffeb.ca.

Bill 35

1. A Memorandum of Understanding (MOU) between the Office of Human Resources (OHR) and the NBTF should be signed before the start of the 2010-2011 school year. The rate of pay for supply teachers will be determined by the Employer. No added benefits are to be provided and Policy 202 will continue to apply. The method of collecting dues could also be included in the MOU.

2. On or after September 1, 2011, supply teachers shall be paid up to 80% of the first step of their respective certification level. **"Up to"** means negotiating with OHR.

The New Brunswick Teachers' Federation Board of Directors Approves its 2010-2011 Budget



At its regular meeting of April 08, 2010, the New Brunswick Teachers' Federation Board of Directors approved the Federation's budget for the 2010-2011 fiscal year. There will be an increase in dues for the 2010-2011 school year.

Details of the budget were posted in a communiqué on the Federation Member Only website in February 2010, after it had been recommended by the NBTF Finance Committee. Branch meetings were also held to permit members to seek further information.

In this picture, *Members of the Board of Directors examine and discuss budget details.*

3. Supply teachers will be able to grieve uniquely their pay from the beginning of the MOU until a further agreement is negotiated. They could also grieve because of no MOU has been reached. No other mechanism or means to resolve an issue is provided if the parties (NBTF and OHR) can't agree on a MOU – only grievance.

4. Before June 16, 2013, the NBTF and OHR will negotiate terms, benefits and conditions of employment for supply teachers. This would probably be ongoing while the parties are negotiating the renewal of the regular contract teachers' Collective Agreement which expires at the end of February 2012.

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The Year in Review - Major Activities in 2009-2010

Besides providing daily interpretations of the Collective Agreement, advising teachers on work related issues, drawing up maternity leave forms (673 + this year), and offering workshops and PD sessions, the Federation administrative staff also assists teachers experiencing difficulty with their EI benefits claims, as well as those named as respondents in Policy 701 or Policy 311 complaints or in complaints lodged under the Harassment in the Workplace Policy. Federation administrative staff also attends meetings with teachers convened by the employer under Article 55 of the Collective Agreement. In addition to providing these services, the following represents some highlights of activities over the past year:

June 2009: The Federation staff worked on preparing for interviews for the hiring of a new Labour Relations Officer (posting, Federation Selection Committee). One administrative staff attended the CAPTO Economic Welfare Officers' Meeting in Newfoundland. The staff also held meetings for the Federation Grievance Committee and the Joint Teacher Allocation and Workload Advisory Committee.

July and August 2009: Administrative staff attended the Associations' special Executive meetings and the Roast in honor of Bob Fitzpatrick's retirement. It also held an orientation planning session to welcome the new Labour Relations Officer. At the beginning of the school year, Federation staff was involved in delivering PD sessions throughout the province.

September 2009: The NBTF held its first Executive Meeting of the school year. It also assisted the NBTA in Welcoming New Teachers' Day.

October 2009: Federation Administrative staff was host to the CAPTO Economic Welfare Officers and attended a training session on the CTF Virtual website. It held meetings for the Federation Distance Education Committee, attended the Leadership and New Teacher Workshop of the AEFNB, participated in meetings to review Policy 703, prepared and attended the first Federation Board of Directors meeting, consulted and held meetings to discuss the sensitive file of H1N1 and held a meeting of the Joint Teacher Allocation and Workload Advisory Committee.

November 2009: The Federation posted a position, interviewed and hired a bilingual executive assistant. It presented a number of workshops in branches, held a meeting of the Grievance Committee, the Grievance Appeal Committee, the Federation Ad Hoc Committee on Joint Teacher Allocation and Workload. The administrative staff attended the CTF Conference in Ottawa. The Federation Executive Committee held its second meeting and the administrative staff held a meeting of the Employee/Employer Relations Committee.

December 2009: The Grievance Appeal Committee met again in December. The Administrative Staff met internally to discuss the Energy Audit and also held a meeting of the Federation

Committee on the Review of the Federation's Structure and Services.

January 2010: The Federation Finance Committee met to consider the budget for the next fiscal year and held internal meetings to discuss Federation business. The Federation Executive met in January and so did the Joint Teacher Allocation and Workload Advisory Committee.

February 2010: The administrative staff attended a meeting of the CAPTO Economic Welfare Officers in Halifax. The Federation Board of Directors met at the building and were presented the proposed budget. A meeting of the Committee on the Review of the Federation's Structure and Services was scheduled. The administrative staff also attended a grievance hearing.

March 2010: The Federation Executive held its fourth meeting of the school year. The administrative staff also attended meetings of the Joint Teacher Allocation and Workload Advisory Committee, the Federation Ad Hoc Committee on Teacher Allocation and Workload, the Committee on the Review of the Federation's Structure and Services and a meeting with Service Canada staff to discuss teacher employment insurance benefits and claims.

April 2010: Staff attended a meeting of the Employee/Employer Relations Committee, delivered PD sessions. One member took part in an intensive seven-day Negotiation Skills program at Queen's University in Kingston, Ontario in preparation for the next round of bargaining. Two administrative staff also attended the annual CAPSLE Conference in Calgary.

May 2010: Administrative staff offered PD sessions in different branches across the province. It attended both Associations' AGMs. It held meetings of the Federation Distance Education Committee, a meeting with HR staff to discuss references to adjudications, and attended a four-day adjudication hearing. It also prepared the Federation's Annual Report.

OTHER ACTIVITIES

The Federation administrative staff published eight (8) issues of FOCUS Express in both languages this past year and prepared over 673 maternity leave forms. The Executive Director and Deputy Executive Director also attended Group Insurance Trustees meetings during the year (See page 4 for news from the Group Insurance Trustees). The Federation's website was also updated regularly.

A very important issue has kept the Federation administrative staff busy over the past school year. Indeed, as of July 1, 2010, all casual workers in the province will gain employee status on the first day of hiring. This includes supply teachers. To read more on this issue, please see article on pages 1 and 5.

The four administrative staff officers continue to work closely with all teachers to address all concerns and issues related to teachers' working conditions. Robert Gagné, Kevin Sheehan, Kerry Leopkey and Marilyn Boudreau may be reached at 452-1736 or @nbtfenb.ca.



Current Issues Being Handled by the Federation Administrative Staff



The following is a summary of some of the more frequent issues handled by Federation administrative staff over the past year:

1. Teachers Under Investigation

There continues to be a significant number of cases of teachers under investigation as a result of complaints under Policy 701. Depending on the complexity of the allegations, these investigations can take a considerable period of time to complete and can often result in a teacher's lengthy absence from work, particularly if external agencies such as the police and/or Child Protection Services are involved.

Other investigations include complaints under the provincial Workplace Harassment Policy, and in some cases, investigations into alleged violations of Policy 311. During such investigations, Federation staff typically liaise between the teacher and the district to ensure the teacher is kept apprised of the status of the investigation, accompany the teacher when questioned by the investigator and attend meetings under Article 55, in the event the District is considering imposing a disciplinary measure.

2. Evaluation of Teachers' Work Performances

Each year the Federation staff deals with a number of cases involving teachers whose work performance is under review. In some instances, these are early career teachers who hold Schedule D contracts and whose unsatisfactory work performance can often jeopardize their recall rights. There has been, however, a marked increase in the number of more experienced teachers facing summative evaluations. This may be due, in part, to an increased level of expectations on teachers, as well as an existing climate in which there is greater scrutiny of classroom instruction.

3. Dealing with Difficult Parents

There continues to be a significant number of teachers who are experiencing difficulties with parents who do not respect the principles of appropriate and respectful communications with school staff. This can manifest itself in a variety of ways, including the use of inappropriate language, making threats, sending an excessive number of e-mails, consuming an inordinate amount of a teacher's time, making unannounced visits to the school, placing unreasonable expectations on school staff, to name but some. This kind of comportment is contrary to Policy 703, Positive Learning and Working Environment, but more importantly, contrary to parents' obligations under the Education Act. Quite often, these matters can be resolved at the school level involving the support of the school administration. In more extreme cases, the Federation has worked in concert with the teacher, the school administration and the district to affect change.

4. Classroom Composition/Student Behavior

A number of teachers have contacted the Federation seeking support in dealing with a classroom environment which is extremely challenging. In addition to teachers trying to meet the academic needs of a diverse group of students, these classes most often include students, who by way of their exceptionality, can be aggressive and prone to violence. Left unattended, these kinds of situations can be extremely stressful for teachers over an extended period of time. In some cases, despite clearly defined behavioural intervention plans and added resources, teachers see little improvement in the classroom climate.

5. Cyberbullying

An emerging issue is that of teachers being the target of malicious attacks on the internet. This can involve students and in some cases, parents posting information on the internet which attacks a teacher's character. Very often, these cases can be addressed at the school level, if the identity of the bully can be determined. Under Policy 703, students and parents will now be held accountable for their cyber conduct, irrespective of when they posted such information.

6. Teacher-Principal Communications

Each year the Federation will receive calls from teachers who are experiencing some kind of dispute or conflict with their school principal or member of the administrative team. Very often this can involve a teacher who may be questioning his/her performance review. In some cases, it involves an issue with school policy or a decision related to student discipline. It can also involve the fashion in which a matter was handled with a parent. It is not uncommon for administrators, as well, to contact the Federation seeking guidance in dealing with a staff issue involving a teacher. The Federation has an internal policy which outlines a protocol for teachers to follow when experiencing a conflict or dispute with a school administrator. Since all parties are members of the Federation, the Federation ensures that the same staff member does not deal with both parties in disputes which are particularly antagonistic.

7. Teachers Hiring Independent Legal Counsel

There has been a marked increase in the number of cases where teachers have hired an independent legal counsel to assist them in resolving a matter with the Employer. The Federation takes the view that it is the exclusive bargaining agent for teachers and has the sole jurisdiction to represent teachers in disputes with the Employer. The advice provided to teachers in these instances, is that the Federation will not work in concert with lawyers, nor will it cover legal expenses incurred by a teacher as a result of this. The involvement of a third party makes it particularly challenging to reach a resolution in these circumstances. The Federation does have a policy that if any...

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Annual Report from the Federation Group Insurance

by Lise Shaw

Dear Members,

Here's hoping this report finds you happy, healthy and ready for summer!

While we're on the topic of summer, our Trustees participated in a Summer Planning Session in August last year. New Trustees, *Luc Michaud*, *Pat Thorne* and *Callum MacPhee* joined us to learn about Group Insurance Terminology, the Trust Deed and NBTFGI Policies. They also received a short training on Investments, a presentation on the NBTFs Counseling and Wellness programs. As well they were briefed on the new trends in the world of Group Benefits.

Meetings I attended during the year on behalf of the Trustees include the NBSRT (New Brunswick Society of Retired Teachers) and the SERF (Société des enseignants retraités francophones). I was also invited to give presentations to various groups of teachers, active and retired, about their group insurance benefits and the role of Trustees. If your group would like to receive such a visit, there is no charge, and I would be happy to meet with you and update you on the latest trends and benefits.

One source of concern for our members in the past year has been the decision of Health Canada in February 2010 (which is in the process of reviewing existing drug products) to look at whether some products should be reclassified as Natural Health Products – NHPs. Health Canada now deems certain drugs ineligible for Medical Expense Tax Credit, therefore they also become ineligible for coverage within employer group drug plans. As a result of Health Canada's review, some drugs that were always eligible for coverage under our plan have been reclassified as NHPs.

These are:

1. OTC smoking cessation products: This does not really affect our members, because the ones that require a prescription by law will remain eligible for coverage.
2. Potassium replacement products: These are very important to some of our members, as they are often life-sustaining drugs. They are used in preventing *hypokalemia* (the potassium in blood is low so cardiac arrhythmia can occur). One example would be Viokase and other potassium supplements, and magnesium supplements.
3. Quinine Sulfate Products: These are most used for treating nocturnal leg cramps and malaria, and restless leg syndrome. These are also important to some of our members.

Trustees will be discussing these in the next few weeks and will decide on whether our plan will cover such medications. If you or a family member is affected by these changes, please call me at 452-1836 or send me an e-mail at lise.shaw@nbtfenb.ca so that I may keep you updated on the Trustees decisions.

On another note, every fall, Johnson studies claims received against premiums received in order to adjust premiums accordingly (this is what we refer to as our renewal process). This

is also when items can be added to the plan if decided by the Trustees. In the fall of 2009, Johnson presented the results for the previous year. It was decided that a small increase in life insurance premiums would be necessary. However, there were no increases for members for the accidental death and dismemberment insurance, dental insurance, prescription drug or optional life insurance premiums.

In the past year, claims went up, and this resulted in a need to increase health insurance premiums. The Trustees decided to use past years' surpluses to cover this increase, as well as the increase which would have been necessary for the salary continuation plan. Because of this, the members are able to enjoy the same premiums as last year for these two benefits.

In other good news, the Trustees made the decision to add occupational therapy to a limit of \$500.00 per year to the plan's paramedical services. However, later in the meeting, they decided to increase all paramedical services which were at \$500.00 per year to \$600.00 per year, including occupational therapy. This also includes massage therapy, acupuncture, counseling, as well as many other benefits. The only maximum that was not affected by this change was the price paid for the services of a psychologist, which were already at \$700.00 per year. Trustees also decided that the 2010 dentist fee guide and 2010 specialist fee guide would be used when paying claims to members.



So who are the folks responsible for taking these often complicated, often controversial decisions with regards to your group insurance? They are: *Robin Andersen* (NBTA, Moncton), *Noreen Bonnell* (NBTF Co-President), *Nicole Boudreau* (AEFNB, Caraquet), *Léonce Dubé* (retired AEFNB member, Charlo), *Monique Caissie* (NBTF Co-President), *Robert Gagné* (NBTF Executive Director), *Richard Hayward* (NBTA, Miramichi), *Callum MacPhee* (retired NBTA member, Dalhousie), *Luc Michaud* (AEFNB, Edmundston), *Randy C. Moore* (NBTA, St. John), *Patricia Thorne* (NBTA, Canterbury), and *Ellen Wright* (NB Government representative).

Also present at these meetings, but with no voting rights are: *Kevin Sheehan* (NBTF Deputy Executive Director), *Bill Lowe*, Senior Vice President, Plan Benefits, Johnson Inc., *Dale Weldon* (Senior Consultant, Johnson Inc.), and yours truly, *Lise Shaw*, Liaison Officer.

Of course, once the Trustees make these decisions, the very hard-working staff at Johnson are the ones responsible for implementing these changes. A special thank you to *Dale*, *Lisa*, *Corinna*, *Donelda*, *Carolyn*, *Kim*, *Diane*, *Pierrette* and *Mélanie* for their ongoing help and support. Our members are truly blessed to have such a devoted group of people working on their behalf.

I'd like to end my report with very good news – our youngest Trustee, *Nicole Boudreau* and her husband are expecting their first child in November! Here's hoping that she can make our November 5th meeting...

Cheers!
Lise Shaw, Liaison Officer

... Court Decision

For the supply teachers' agreement:

- Serving *Notice to bargain* according to Act does not apply;
- No deadlock, strike or lock-out is possible;
- The agreement shall become part of our regular contract teachers' Collective Agreement.

5. Supply teachers will be able to grieve rights after they have ratified a first collective agreement, benefits and pay, according to the agreement entered into with the NBTF and OHR.

Gaining "employee" status, does not grant a position to a supply teacher. The practice of how and when supply teachers are employed to work would not change.



Review of Federation Structure and Services

This year, the Federation's Board of Directors passed a motion that the NBTF establish a Committee to review the Federation's structure and services.

The Committee is composed of two teachers from each Association: Kelly Munroe, Katherine Soucy, Rodrigue Hébert and Guylène Lefrançois, the Federation Co-presidents, Noreen Bonnell and Monique Caissie, and the three Executive Directors from each teacher organization, Robert Gagné (NBTF), Louise Landry (AEFNB) and Larry Jamieson (NBTA). Kevin Sheehan (NBTF) is also a committee member.

The Committee has met three times this year and has reviewed a very comprehensive kit of documents, including the Act of Incorporation, the Federation By-laws, the Policies and other relevant documents related to the services provided by the Federation. Plans are being made to survey all teachers early in the next school year on the services provided by the Federation.

The Committee is to submit a report to the Board of Directors next Fall. Members are advised that all significant changes brought about by this process would be decided by the Board of Directors. Afterwards these changes would be posted on the Federation Website at

www.nbtfffenb.ca.

Joint Teacher Allocation and Workload Advisory Committee

The Joint Teacher Allocation and Workload Advisory Committee was established as a result of discussions held during the last round of bargaining. As negotiations drew to a close, it was evident that both sides had bargaining priorities which had not been adequately resolved. The Federation had not been able to achieve important gains in the area of teacher workload and classroom composition. For its part, the Employer was unsuccessful in securing the flexibility it was seeking with respect to the traditional method of allocating FTE's, as prescribed by Article 20 of the Collective Agreement. In view of this, the parties signed a Letter of Intent, mandating a joint committee to fully explore issues related to staffing allocations and teacher workload.

The Employer representatives on the joint committee are the two Assistant Deputy Ministers from the Educational Services at the Department of Education, a superintendent from each linguistic sector and the Assistant Director of Human Resources at the Department of Education. The Federation is represented on the committee by the negotiating team from the last round of bargaining.

In anticipation of this initiative, the Federation Executive approved the establishment of a Teacher Ad Hoc Committee comprised of a number of teachers from various grade levels, including school administrators (see page 8). The mandate of the ad hoc committee was to help identify the most critical issues related to teacher workload. Their input, coupled with the submissions received from teachers prior to the last round of negotiations, have served as a focus to concerns related to workload.

The following represents some of the workload issues identified by the ad hoc committee:

- * Classroom composition: Teachers continue to face significant challenges attempting to meet the diverse needs of students with a range of exceptionalities;
- * Preparation and planning time: Many teachers are not being allocated sufficient preparation time within the instructional day;
- * Meetings outside the hours of instruction: Teachers are being required to attend an increasing number of meetings outside of the instructional day;
- * Workplace safety issues: Reports of inappropriate behaviour towards teachers by students and in some cases, parents have seen a marked increase; and
- * Workload of school administrators: The enormous demands placed on school administrators often serve as an obstacle to fulfilling their role as educational leader and can discourage others from considering school administration as a viable career path.

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Current Issues Being Handled by the Federation Administrative Staff



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... conflict of interest exists, an independent lawyer will be provided to a teacher at an adjudication hearing. However, the NBTF reserves the right to appoint legal counsel of its choice.

8. Meetings After the Hours of Instruction

The issue of the growing number of meetings after the hours of instruction continues to be of concern. It was also the subject of discussion for the Joint Advisory Committee on Teacher Allocation and Workload. The Federation has identified with the Employer the kinds of meetings which teachers must attend. For the most part there appears to be a consensus in this regard. The problem which arises is that some districts are less vigilant than others in communicating a protocol or providing guidance to schools as to what is an acceptable number. Many of these meetings are legitimate in their own right, however the number must be monitored to not unduly burden teachers.

This year, a number of schools have been directing teachers to meet during their preparation time for PLC meetings or other activities. The Federation has tried to address this issue and continues to follow this practice closely. The Federation contends that teachers cannot be directed to meet for PLC or any other activities during their preparation time as this is contrary to the spirit of Article 19. Preparation time was negotiated for teachers to be able to, at their discretion, liaise with other teachers, mark papers, prepare lesson plans, SEP plans, meet with parents, etc., and not to be directed to execute duties or hold meetings.

9. Meetings under Article 55 of the Collective Agreement

Federation staff accompany teachers to a number of meetings under Article 55 of the Collective Agreement. These meetings are particularly critical because it affords a teacher and his/her representative from the Federation the opportunity to provide information to the Employer before a disciplinary measure is imposed. Very often the teacher's demeanour at the meeting will have a bearing on the eventual outcome. In all cases, the Federation staff will meet with teacher prior to the meeting to discuss an appropriate strategy for the exchange with the superintendent.

10. Staffing Issues

Each year the NBTF provides guidance to teachers on a number of issues related to staffing. These include inquiries about teaching assignments, transfers, layoffs, recall rights, secondments, and requests for leaves for a variety of reasons.

11. Maternity Leaves

During the past year the Federation staff has completed 673 maternity leaves on behalf of teachers. This is an increase from last year's numbers (600). Of course, it often happens that

teachers request changes to their form as pregnancies can be unpredictable. The Federation staff must then produce a revised maternity leave form and does not keep track of the number of times this has happened. However, we can safely indicate, that the requests are frequent.

12. Communications with the Membership

This year, the NBTF has published eight (8) editions of FOCUS Express in both languages, and a detailed communiqué on the proposed budget. The Federation website is THE communication tool to relay important information on teachers' working conditions. (See page 7 for more details on www.nbtffnbc.ca).

Joint Teacher Allocation and Workload Advisory Committee

... Article continued from page 4...

The Employer has advanced the following principles with respect to allocating resources and FTE's:

- * Smaller class sizes at the primary level are most beneficial to the future academic growth of students;
- * reducing class size in compliance with the maximum number prescribed by Article 20 of the Collective Agreement is very often not responsive to the staffing needs which may exist within a given school or within a district;
- * allocating an FTE to a school to assist in providing relief to classroom composition issues is often more beneficial to more students and teachers than simply creating two classes because one class is one student over the maximum number; and
- * there needs to be a staffing model where resources are allocated where the greatest needs exist.

The Joint Committee on Teacher Allocation and Teacher Workload has held three meetings during the current school year. The discussions have been frank and candid and have not been encumbered by the positional dynamic often characteristic of bargaining. At its last meeting, the committee agreed the parties would exchange a position paper in June which will outline each side's guiding principles on teacher allocation and workload. This document will serve as the basis of the committee's discussion at its final meeting on September 22, 2010. In accordance with the Letter of Intent, the committee shall report recommendations on its findings to the Minister of Education by December, 2010.

Grievances and Investigations: the Year in Review

To this point in the school year, the Federation has had to deal with 17 grievances; seven (7) of which have been referred to adjudication, while the others have been resolved before going to adjudication. These grievances involve alleged violations of **Articles 19, 27, 35, 40, 55, Policies 701 and 703.**

Since the last AGM and at the time of preparing this report, thirty-nine (39) investigations have been undertaken pursuant to **Policy 701.** The number of complaints filed under this policy has increased this year compared to last year (23); however, the scope of the complaints are now mostly filed under Category II. Nine (9) were founded, 12 were unfounded, 4 were unsubstantiated and 2 were false. Others are still under investigation. One has been deemed inappropriate behavior management and therefore, was not in violation of the policy. For the most part, the timelines for conducting and concluding these investigations have been acceptable, except of course, when outside agencies were involved. The NBTF continues to raise concerns on the level of disclosure afforded to teachers and the fact that, in some instances, respondents are not provided with the full report once the investigation is completed.

Six (6) other investigations have been conducted, either by the District or by outside agencies. These complaints were filed **under the Harassment in the Workplace Policy.** These cases are very difficult to manage since the complaints are often made between colleagues, and, although the NBTF does provide some guidance, ensuring a positive working climate remains the Employer's responsibility.

While a considerable number of issues related to Article 55 have generated meetings with the employer, and on occasion, more than one for the same teacher, not all these cases resulted in the teacher filing a grievance, some accepting the discipline imposed, others having their grievance denied by the Federation.

The Federation Administrative staff continues to deal with numerous difficult files involving issues related to performance reviews, accommodation issues, Worker's Compensation claims, Human Rights complaints, allegations of failure in the duty of fair representation, appeals to the Employment Insurance Board and other legal issues. Most of these cases involve lawyers and are very complicated and costly.

On a final note, because of the confidential nature of all these cases, the Federation administrative staff has chosen to give limited statistical information in this report.

However, a more comprehensive oral and confidential report will be delivered at each of the Association's AGM. The NBTF administrative staff will also be available to answer any general questions related to this report.



Have you Visited

www.nbtffenb.ca ?

Teachers often ask where they can find information related to their working conditions. Some call to inquire on Maternity leaves while others are seeking a copy of the Collective Agreement. The Federation's website hosts a number of documents that can be easily accessed or downloaded in PDF format at www.nbtffenb.ca. Here are but a few examples of what teachers can expect to find on the **public website**:

- A history of the New Brunswick Teachers' Federation;
- The Federation's Organizational Chart;
- A list of NBTF services available to teachers;
- A picture of the administrative staff with a description of their duties and responsibilities;
- Information on maternity leaves and a Maternity Leave Form;
- Information on how to access the services of a counsellor;
- Information on pension;
- Numerous publications including **FOCUS and FOCUS Express**, a pamphlet on **Policy 701**, a pamphlet on **Teachers' Rights**, a pamphlet on **E-Communication for Teachers**;
- A link to other teacher organizations; and
- A secure access to the Member Only Website.

The Federation Member Only Website contains important information exclusive to members:

- The Collective Agreement;
- Other News on other subjects related to working conditions;
- Federation Policies (presently being reviewed);
- The Annual Report;
- The Act of Incorporation;
- Minutes of all the NBTF Committee Meetings.

To access the Member Only Website, teachers need their association member number. Once they have entered this number and their date of birth, they will receive an automatic e-mail containing a confidential password. This password should not be shared with anyone. If problems to log on to the site occur, teachers should contact the Federation receptionist at reception@nbtffenb.ca who will guide them through the steps.

The Administrative staff wish to continue to make documents available to teachers by posting them regularly on the website. Teachers are now able to search past issues of FOCUS or FOCUS Express. Administrative staff are committed to updating the site regularly and by doing so, will reduce the number of printed documents, thus reducing costs. Please visit the site regularly at

www.nbtffenb.ca

Special Thank You to Teachers and Staff

The following people have committed time and energy to serving teachers, be it by their participation on various committees or by their involvement in their work, going beyond the call of duty. Some will see their term come to an end, while others will continue serving. The Federation administrative staff, who also sits on these committees, wishes to thank them, on behalf of all New Brunswick teachers, for their generous contribution:

Members of the Federation Grievance Committee: Karl Leaman, Lynette Smith, Adrienne Tomilson, Mark Noël, Pauline Forest-LeBlanc and Gilles Paulin.

Members of the Federation Finance Committee: Kelly Coughlan, Gordon Linder, Emily Daigle, Aldena Higgins-Harris, Jason Green, Paul Demers, Gino LeBlanc, and Pierrette Gallant.

Members of the Federation Board of Directors: Noreen Bonnell and Monique Caissie (Co-Presidents), Heather Smith (Vice-President Elect), Suzanne Bourgeois (President Elect, AEFNB), Brent Shaw (Past President), Grant Hendry (1610), Chris Brown (1430), Marla Anderson (1023), Yvonne Caverhill (1809), Stuart Dunbar (1450), Ronna Gauthier (1724), Michel Morin (0333), Hélène Haché – alternate - (0905), Mirelle Ouellette-Beaulieu (0332), Pierre Robichaud (0301), Cathy Boudreau (0215), Barry Robertson (1640), Peter Fullerton (0217), Mélanie Bérubé (0333), Dawn Beckingham (1536), Gisèle Gautreau (0151), Jefferson Robidoux (0535), Michel Rioux (0906), Aldena Higgins-Harris (1021), Marie-Josée Duchesne (1112), Gary Anderson (0216), Nathalie Ferguson (1153), Gille Arseneau (0907), Derrick Sleep (0820), Adam McKim (0820), Eric Boudreau (1826F), Neil John Martell (0619F), Rodrigue Hébert (0152), Paul Demers (1139), Sheridan Mawhinney (1725), Lyne Lagacé-Bouchard (0537), Wayne Coburn (1827), Douglas Stewart (0214), Heidi Ryder (1610), Carolyn Barnhart-Elson (1826), Jean Belliveau (0541), Rhéal Fournier (1608), Sophie LeBlanc (0113), Philippe Cyr (1113), Sarah Kilburn (1022), Gilles Saulnier (0151), George Daley (1542), Gail Blanchette (1538), Helen Crawford (1431) Bradley Coughlan (0618), Allan Davis (0820), Heather Hogan (1429), Pam Sheridan (0215), Julie Holt (1454), and Angela Young (1536).

Members of the Federation Executive Committee: Noreen Bonnell and Monique Caissie (Co-Presidents), Heather Smith, Brent Shaw, Grant Hendry, Ronna Gauthier, Suzanne Bourgeois, Pierre Robichaud, Jefferson Robidoux, and Philippe Cyr.

Members of the Employee-Employer Relations Committee: Kimberley Douglass, Heather Smith, Pierre Robichaud, and Monique Arseneault.

Members of the Group Insurance Trustees: Noreen Bonnell, Monique Caissie, Robin Andersen, Nicole Boudreau, Luc Michaud, Randy Moore, Lise Shaw, Léonce Dubé, Callum MacPhee, Ellen Wright, Richard Hayward, and Patricia Thorne.

Members of the Federation Ad Hoc Committee on Allocation and Teacher Workload: Brent Shaw, Heather Swim, James Ryan, Wendy Peters, Monique Caissie, Peter Woytiuk, Noreen Bonnell, Ghislain Pelletier, and Hélène Haché.

Members of the Federation Committee on Distance Education: John Reid, Todd Swim, Jennifer Amos, Susan Lafford, Marc Doucet, and Robert Levesque.

Members of the Committee on the Review of the Federation's Structure and Services: Kelly Munroe, Katherine Soucy, Noreen Bonnell, Rodrigue Hébert, Guylène Lefrançois, and Monique Caissie.

Members of the Federation Support Staff: Josée Gionet (Bilingual Executive Assistant), Liette Savoy (Secretary, Receptionist), Christina Ouellette (Administrative Officer), Mike Reed (Printroom), Johanna Curtis (Administrative Assistant), Walter Bubar and Cyril Chase (Custodians).

Members of the Associations' Support Staff: Carleen Merrick, Judy Deveau, Faye Sweezy, Denise McCoy, Eileen McNeil, Linda Godin, Nadia Roze, Clara Marchand, Josée Gignac, Jenny-Lee Albert, Karen Vautour, and Erna Leger.

