

ANNUAL REPORT

MAY 2011

Changes to the NBTF's Administrative Staff

At its regular meeting in February 2011, the Federation Board of Directors unanimously approved the appointment of **Kerry Leopkey** as the Federation's Official Spokesperson for collective bargaining / negotiations. Kerry has a strong background and work experience in the field of labour relations and human resource management. Kerry is a licensed teacher who, since 2004, had served as Assistant Director of Human Resources at the Department of Education. During that period, Kerry was intricately involved in representing the Department of Education in the application, interpretation and negotiation of teachers' Collective Agreement. Kerry was also part of the negotiation team for the Department of Education during the last rounds of bargaining.



In addition to his bargaining experience, Kerry has provided labour relation guidance and advice to both Anglophone and Francophone school districts in grievance handling and managing complaints involving human rights, workplace harassment and Policy 701. Recently, Kerry has successfully completed a Certificate in Negotiation Skills at Queen's University in Kingston, On. Kerry has been part of the NBTF Administrative staff since August 17, 2009, and has been working closely with teachers on issues related to their working conditions.



During this same meeting, the Federation Board of Directors also appointed **Marilyn Boudreau** on the negotiation team for the next round of bargaining. Marilyn, who has been with the NBTF since 2002, is also a licensed teacher and holds a certificate in Industrial Relations and another in Negotiation Skills from Queen's University.

Marilyn has been part of the NBTF Strategies Committee for the last two rounds of bargaining, and has been at the table on occasions. Marilyn has worked side by side with Kevin Sheehan during the last two rounds and is pleased to act in that capacity again assisting Kerry Leopkey in his new responsibilities.

At its regular meeting in March, 2011, **Robert Gagné** asked the Federation Executive Committee to be relieved immediately and permanently from his duties and

The New Brunswick Teachers' Federation Board of Directors Approves its 2011-2012 Budget



At its regular meeting of April 7, 2011, the New Brunswick Teachers' Federation Board of Directors approved the Federation's budget for the 2011-2012 fiscal year. There will be no increase in dues for the 2011-2012 school year.

Details of the budget were posted in a communiqué on the Federation Member Only website in February 2011, 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.*



responsibilities of Executive Director. The Federation Executive Committee accepted his request and also approved that he become the Federation's legal counsel. Robert's new duties are posted on the NBTF website. The Executive then named Marilyn Boudreau as Acting Executive Director.

At the Federation Board of Directors' meeting in April, **Kevin Sheehan** announced he would be retiring in June, 2011, thus creating an opening on the NBTF administrative staff. The Federation Executive Committee posted the position of Executive Director in May. At this time, the NBTF is not able to provide further information on the appointment of an Executive Director. As soon as a candidate is chosen, a communiqué to all members will be posted on the NBTF website and an e-mail will be forwarded to all Directors and Branch Presidents.



The Year in Review - Major Activities in 2010-2011

Besides providing daily interpretations of the Collective Agreement, advising teachers on work related issues, drawing up maternity leave forms (400+ 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 2010: Administrative staff attended the CAPTO Economic Welfare Officers' Meeting in PEI. The staff also attended the AEFNB's special Executive meeting held in Kedgwick.

July and August 2010: Administrative staff attended the NBTA's special Executive meeting in Cap Pelé. It also held a two-day orientation planning session in Alma and attended the NBTA Branch President Workshop. At the beginning of the school year, Federation staff was involved in delivering PD sessions throughout the province.

September 2010: The NBTF held its first Executive Meeting of the school year. It also assisted the NBTA in Welcoming New Teachers' Day and held a Joint Teacher Allocation and Workload Advisory Committee meeting. Two admin staff members attended the CAPTO Economic Welfare Officers' Meeting in Newfoundland.

October 2010: The school year's first Federation Board of Directors meeting was held in Fredericton. The NBTF staff held a Workshop for Grievance Officer and Alternates, prepared a survey on NBTF Services, and held a Grievance Committee meeting.

November 2010: The Federation administrative staff attended the CTF Conference in Ottawa, held an Employee-Employer Relations Committee meeting and attended the Federation Executive Committee's second meeting.

December 2010: The Administrative Staff attended a meeting of the Joint Teacher Allocation and Workload Advisory Committee and also held a meeting of the Federation Committee on the Review of the Federation's Structure and Services.

January 2011: The Federation Executive met in January as did the Joint Teacher Allocation and Workload Advisory Committee.

February 2011: The administrative staff attended a meeting of the CAPTO Economic Welfare Officers and a Conference on Labour Law in Halifax. It also met with the Federation Finance Committee and the Federation Board of Directors at the building and were presented the proposed budget. The administrative staff also attended a planning session to look at workload issues.

March 2011: The Federation Executive held its fourth meeting of the school year. It appointed an Acting Executive Director and met with HR staff of DOE to discuss outstanding grievances and files. Staff also attended meetings with the Premier and the Minister of Finance.

April 2011: Staff attended a meeting of the Employee/Employer Relations Committee, and participated in the last Board meeting of the school year. A meeting of the Federation Grievance Committee was also held.

May 2010: Two administrative staff attended the annual CAPSLE Conference in Newfoundland. Administrative staff offered PD sessions in different branches across the province as part of the branches' AGMs. Staff also attended both Associations' AGMs. The Acting Executive Director attended the CAPTO conference in Nova Scotia and a Trustees meeting. The Federation's Annual Report was also prepared and posted on the website. A meeting of the Federation Personnel Committee was also held because of the posting of the Executive Director's position. Interviews will be held in June.

OTHER ACTIVITIES

The Federation administrative staff published three (3) issues of **FOCUS Express** in both languages this past year and an issue of **The Supplement**. It also prepared over 400 maternity leave forms. The Executive Director and Deputy Executive Director attended three (3) 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. Teachers are now able to fill out travel expense claims on-line when convened to a meeting for Federation business, and reserve meeting rooms.

Some important issues have kept the Federation administrative staff busy over the past school year. Indeed, as of July 1, 2010, all casual workers in the province gained employee status on the first day of hiring. This included supply teachers. This brought some adjustments to the staff's workload as preparation needed to begin in order to negotiate these members' working conditions. A lot of work was also done on the review of the Federation's Structure and Services. A report should be delivered to the Board of Directors in October. As well, a lot of energy was put into meetings with the employer to discuss issues related to teacher workload within the Joint Teacher Allocation and Workload Advisory Committee. A report will be filed in June 2011 (*see page 5 for details*).

Marilyn Boudreau, Kerry Leopkey, Kevin Sheehan and Robert Gagné continue to work closely with all teachers to address any concerns and issues related to their working conditions. Anyone of these staff officers 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

Contrary to previous years, there was a limited number of complaints investigated under Policy 701. However, 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.

However, an increased number of complaints were filed 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

This past year, the Federation staff has dealt with a number of cases involving an increase number of 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. However, this year, there has been 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. When these behaviors happen, teachers should communicate immediately with district staff as the employer is responsible for maintaining a respectful environment.

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. Cyber-conduct

An emerging issue is that of teachers being the target of malicious attacks on Facebook or in e-mails. This can involve students and in some cases, parents posting information on their wall which attacks a teacher's character. Very often, these cases can be addressed at the school level, if the identity of the person can be determined. Under Policy 703, students and parents will now be held accountable for their cyber-conduct, irrespective of when the information was posted. This year, a few teachers were targeted in this manner. The NBTF has worked closely with the district authorities and the postings have ceased and/ or have been removed.

6. Teacher-Principal Communications

Each year the Federation will receive calls from teachers who are experiencing some kind of dispute or conflict with a member of their school's administrative team. More often than none, this involves 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

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Annual Report from the Federation Group Insurance

by Lise Shaw

Happy spring!

As I sit down to write this report, a cool 6 degrees and the wind howling outside my window, it doesn't feel like spring, but the tulips, hyacinths, violets and daffodils in my garden beg to differ!

My first order of business is to thank a few very important people who are completing their terms as Trustees this year. First of all, on behalf of the Trustees of this year and years past, a very warm thank you to Robert Gagné who will now be focusing on the Legal Counsel aspect of his position with the Federation, for his years of dedication as a Trustee. We are glad to know that although you may not be at the Trustee table you are still representing the rights of teachers in New Brunswick. Thank you to Kevin Sheehan, who also has many years' experience working with the Trustees and who is retiring in June. We are very happy for you and wish you well in all your future plans. To the outgoing Presidents of NBTA and AEFNB, Noreen Bonnell and Monique Caissie, thank you for your hard work and advice during your terms as Trustees, and congratulations to Noreen on your well deserved retirement this summer as well.

Welcome to Marilyn Boudreau, who is the Acting Executive Director of the Federation, and to Heather Smith and Suzanne Bourgeois, who are joining our Trustee table this summer as Presidents of the NBTA and AEFNB. We look forward to working closely with you for the duration of your terms.

Now to thank those currently serving as Trustees: Robin Andersen (Moncton), Dawn Beckingham (Dalhousie), Nicole Boudreau (Chairperson, Shippagan), Jonathan Logan (St. Andrews), Callum MacPhee (Retiree, Dalhousie), Luc Michaud (Edmundston), Pat Thorne (Woodstock), Irma Toner (Retiree, Grand Falls), and Ellen Wright (Province of New Brunswick representative). It is a pleasure and an honor to work with you all and I look forward to another year serving you and the teachers and retired teachers of this province.

The next item I'd like to report on is exciting news – at their meeting just eight days ago, the Trustees directed their consultants and administrators at Johnson to add a new, voluntary critical illness insurance option to our Group Insurance Plan. You will be receiving information shortly on the benefits of this insurance plan.

Critical illness is a 'living life insurance' of sorts. There is a list of 29 illnesses that are covered under the plan. If you develop one of these illnesses, then you can be eligible to receive a lump sum payment subject to certain conditions, for the amount of insurance you have purchased. You can purchase units of \$10,000.00 up to a maximum of \$300,000.00. This is a one-time payment, however. This insurance is now available to Newfoundland, Nova Scotia and PEI teachers and the Trustees felt it was a very reasonable

cost for such an important benefit.

Other important developments in the past year include expanding/clarifying the criteria needed by professional counselors (who provide services to teachers) to be eligible for reimbursement for their services. As you probably know, the services of a licensed psychologist are covered up to \$700.00 per year under our plan. This is a fairly easy benefit to administer as we can determine whether or not the care provider is licensed for New Brunswick. As for the \$600.00 per year available for counseling, this has always been a little more difficult to determine so I have had numerous meetings with the Trustees and Johnson staff including Dale Weldon and we have finally developed a clear set of guidelines for these counselors. Please make sure to call Johnson at 1-800-442-4428 before meeting with a counselor in order to determine whether their services will be covered under our plan. The same goes for naturopathic doctors... for example, doctors of homeopathy are not covered, however they sometimes use the term "naturopathic treatment or natural therapy" to describe their services. Most massage therapists are registered or certified however you should always verify a service provider's designation prior to obtaining the treatments. Be on the safe side, do not hesitate to contact Johnson either by phone or e-mail at Fredericton@johnson.ca.

"Caveat Emptor" - Buyer beware – did you know that different pharmacies charge different dispensing fees? Did you also know that different dentists and orthodontists usually follow a provincial fee guide, however they can develop their own pricing list for services rendered? Keep in mind that pharmacies and dental practices are businesses, and that sometimes it is a good idea to "shop around". There is nothing that says that they all need to charge the same amount. Each practice is independently owned; it is up to the client to do their homework before having work done.

The Trustees will be going to school this summer, as we will be holding our Summer Planning Session for Trustees. They will learn about insurance terminology, legal information contained in the Trust Deed, up and coming insurance plans and Fiduciary responsibility, among other important developments in the employee benefits world.

I want to express my thanks to Dale Weldon and the staff at Johnson for their dedication to our province's teachers and retired teachers. I cannot say enough about their hard work and knowledge about claims and administration. They are a pleasure to work with and make my job so much easier to do.

On that note, I wish my colleagues and teacher/retired teacher friends a very positive, very productive second half of the school year, as well as a great, well-deserved vacation this summer.

Joint Teacher Allocation and Workload Advisory Committee

The committee was established as a result of discussions during the last round of bargaining. The Employer had repeatedly advanced proposals aimed at seeking flexibility to the traditional method of allocating FTE's, as prescribed by Article 20 of the Collective Agreement. As negotiations drew to a close, it became apparent the parties would not reach an agreement in this regard. The Federation, for its part, had not been able to achieve important gains in the area of teacher workload and classroom composition. As a result, the parties signed a Letter of Intent agreeing to hold meaningful discussions on these unresolved matters through a joint committee.

The committee was composed of representatives from the Department of Education, the New Brunswick Teachers' Federation, the New Brunswick Teachers' Association and l'Association des enseignantes et enseignants francophones du Nouveau-Brunswick.

The Employer representatives on the committee were David Roberts, Assistant Deputy Minister, Anglophone Educational Services, Guy Léveillé, Assistant Deputy Minister, Francophone Educational Services, Zoe Watson, Superintendent, District 6, Anne-Marie Leblanc, Superintendent, School District 1 and Jennifer Davis, Assistant Director, Human Resources. The Federation representatives on the committee were the NBTF bargaining team from the last round of negotiations: the Federation Co-Presidents, Noreen Bonnell and Monique Caissie, Past Presidents, Brent Shaw and Marcel Larocque, Kerry Leopkey, Labour Relations Officer with the NBTF, as well as Kevin Sheehan, Deputy Executive Director of the NBTF.

The Joint Teacher Allocation and Workload Advisory Committee explored alternatives to the current model of allocating teachers and held discussions on issues related to teacher workload. The committee's objective was to develop a model based on the best interests of both students and teachers, taking into account student learning, class composition and teacher workload requirements. Particular attention was paid to the achievement of the goals and objectives contained in "When Kids Come First".

The objective of the parties was to hold open and meaningful discussions on important issues facing both the Employer and the Federation. Unlike bargaining, the discussions were not limited to the respective spokespersons from each side, but rather, an open forum where all participants could share their experiences and expertise. Simultaneous translation was provided and the cost was borne equally by the parties.

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

- * the allocation of resources and staffing models must focus on students' needs first; what's best for student achievement;
- * 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 a district;
- * class composition and serving the diverse needs of students with exceptionalities is often more challenging than simply the number of students in a class;
- * there needs to be a staffing model where resources are allocated to where the greatest needs exist;
- * a staffing model must be flexible and creative.

The following represents some of the workload issues identified by the NBTF:

- * 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 behavior 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 their role as educational leader and can discourage others from considering school administration as a viable career path.

The Joint Teacher Allocation and Workload Advisory Committee held five meetings over the past two school years. The discussions have been frank and candid and have not been encumbered by the positional dynamic often characteristic of bargaining.

The *Letter of Intent* establishing the terms of reference for the Committee indicated that it would report to the Minister of Education and make joint recommendations on its findings, within two years of the signing of the Collective Agreement (December 8, 2010). Whereas the committee was not convened as early as originally anticipated, the parties agreed the report would be submitted to the Minister prior to the completion of the 2010-2011 school year.



Current Issues Being Handled by the Federation Administrative Staff



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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 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 a 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 Teacher Allocation and Workload Advisory Committee and at the Employer/ Employee Relations Committee. 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 PLCs 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 teachers 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 a reasons. This year, because of the possibility of school closures, the NBTF attended a number of staff meetings throughout the province to answer questions on transfers.

11. Maternity Leaves

This past year, the Federation staff has completed over 400 maternity leaves. These forms are now electronically managed from our website. The Federation staff must also produce a revised maternity leave form for teachers whose information change. Some teachers have also had issues with securing their benefits with Service Canada and the NBTF does provide some limited assistance in these circumstances. As well, a considerable number of teachers are becoming pregnant while they are out on maternity leave. As teachers need 600 insurable hours in order to access benefits for a second maternity leave with EI, this can pose some challenges if the employer is not able

Review of the Federation's 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, Barry Snider, 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. A survey of all teachers has been completed and the data will be used in compiling the final report.

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.nbtffnb.ca

Grievances and Investigations: the Year in Review

As of May 1st, 2011, the Federation administrative staff has had to deal with 22 grievances; fourteen (14) of which have been resolved prior to adjudication, one (1) where the NBTF was partially successful at adjudication, five (5) are awaiting an adjudication hearing date, while the two (2) others are still going through the process. These grievances involve alleged violations of **Articles 27, 29, 39, 48 and 55, and Policy 701**.

Since the last AGM and at the time of preparing this report, only ten (10) investigations have been undertaken pursuant to **Policy 701**. It must be noted that the number of complaints filed under this policy has decreased dramatically this year compared to the last two years (39 in 2010-2011 and 23 in 2009-2010). Only one (1) complaint was founded, 2 were unfounded, 2 were dismissed, 2 were deemed to be classroom management issues and 2 are presently under investigation. For the most part, the timelines for conducting and concluding these investigations have been very acceptable, except of course, when outside agencies were involved. Because of latest adjudication decisions, teachers are now receiving full disclosure of the complaint and are now able to access the final 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 an increasing number of 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.



www.nbtffenb.ca

A MUST VISIT WEBSITE

Teachers looking to access information related to their working conditions should make it a habit to visit the NBTF website. From information on Maternity leaves to issues related to Collective Agreement, all this is available. The Federation's website hosts a number of documents that can be easily accessed or downloaded in PDF format at www.nbtffenb.ca. Information available on the **public website** for all teachers include:

- A history of the New Brunswick Teachers' Federation;
- The Federation's Organizational Chart;
- A list of NBTF services available to teachers;
- A description of the duties and responsibilities of admin staff;
- Information on Maternity leaves and a Maternity Leave Form;
- Information on how to access the services of a counsellor;
- Information on Teacher 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**;
- Expense form for teachers attending meetings,
- A link to other teacher organizations; and
- A secure access to the Member Only Website.

Furthermore, the Federation Member Only Website contains important information exclusive to contract teachers:

- 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;
- Grievance Officers' Corner.

To access the Member Only Website, teachers under contract 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 wishes 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 is 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: Marla Anderson, Martin Daigle, Kelly Coughlan, Gordon Linder (Chair), Donna Winton, Mirelle Ouellette-Beaulieu, Gérald Arsenault (Alternate), Pierrette M. Gallant and Agnès Doiron.

Members of the Federation Board of Directors: Noreen Bonnell and Monique Caissie (Co-Presidents), Suzanne Bourgeois (President Designate, AEFNB), Heather Smith (President Elect, NBTA), Philippe Cyr (Vice-President, AEFNB), Grant Hendry (1608), Chris Brown (1430), Marla Anderson (1023), Yvonne Caverhill (1809), Ronna Gauthier (1724), Michel J. Morin (0333), Hélène Haché (0905), Mirelle Ouellette-Beaulieu (0332), Pierre Robichaud (0301), Stéphane Noël (0906), Gabriel Thibodeau (0907), George Daley (1542), Heidi Ryder (1610), André-Marc Cormier (0535), Ghislain N. Pelletier (0537), René Hachey (0541), Aldena Higgins-Harris (1021), Marie-Josée Duchesne (1112), Nathalie Ferguson (1153), Éric Boudreau (1826), Neil John Martell (0619F), Rodrigue Hébert (0152), Paul Demers (1139), Sheridan Mawhinney (1725), Douglas Stewart (0214), Carolyn Barnhart-Elson (1826), Sophie V. LeBlanc (0113M), Gisèle Gautreau (0151), Marie-Josée Goguen (1113s), Cline Gideon (alternate - 1538), Kelly Christensen (1431), Bradley Coughlan (0618), Heather Hogan (1429), Ron Furlotte (alternate - 0215), Rosemary St. Yves (alternate - 0215), Pam Sheridan (0215), Julie Holt (1454), Cathy Boudreau (0215), Gary Anderson (0216), Peter Fullerton (0217), Rino Beaulieu (alternate - 0333), Joey Lee (1022), Rick Cuming (1450), Guy Arseneault (1536), Paul Mourant (1640), Leah Bidlake (1827), Laura Côté (0619), Adam McKim (0820), Derrick Sleep (0820), Karen Miller (1428), Heather Palmer (1826) and Tim Ringuette (0820).

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, Rodrigue Hébert and Philippe Cyr.

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

Members of the Group Insurance Trustees: Luc Michaud, Robin Andersen, Dawn Beckingham, Nicole Boudreau, Patricia Thorne, Jonathan Logan, Monique Caissie, Noreen Bonnell, Callum MacPhee and Irma Toner.

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 Teacher Allocation and Workload Committee: Brent Shaw, Heather Deware, James Ryan, Wendy Peters, Peter Woytiuk, Ghislain Pelletier, Hélène Haché, Noreen Bonnell and Monique Caissie.

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

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

Last but far from least, thank you Kevin Sheehan! You have done an amazing job as chief negotiator and have advocated on behalf of teachers for the past 13 years. As you begin a new chapter in your life, we wish you a great retirement and hope you will look back with satisfaction on the great work you have accomplished throughout your career with the NBTF. You will be missed by anyone and everyone who has been in contact with you through the course of your employment, but mostly, by your colleagues on the NBTF admin staff and the associations' admin staff. Have a great retirement Kevin... you deserve it!

