



ANNUAL REPORT

MAY 2012

NEGOTIATIONS CALL FOR SUBMISSIONS

The New Brunswick Teachers' Collective Agreement expired February 29, 2012. On February 27, 2012, and for the first time in our history, the Employer served notice to bargain. Therefore, planning for negotiations must now begin. During the month of May, branch meetings will be held to provide members with information in preparation for the next round of bargaining. These meetings will focus on calls for submissions in preparation of the asking package.

All submissions must now be directed through teachers' respective branches. This change to policy was approved at the April 2012 Board of Directors meeting. Branches will need to consider submissions from members and those approved by the branch will need to be forwarded by the Branch President to the NBTF on the form provided, with rationale and priorities clearly stated. This process was adopted in order to simplify the submission process and respect the current governing structure. In order for submissions to be considered by the Federation's Committee on the Terms and Conditions of Employment (FCTCE), the NBTF form, available on the NBTF Members' Only website under **Negotiations**, at www.nbtfffnb.ca must be received by the Federation no later than June 22, 2012, at 650 Montgomery Street, P.O. Box 1535, Fredericton, NB E3B 5G2, by fax at (506) 453-9795, or by email at federation@nbtfffnb.ca.

The FCTCE will meet from October 1st to October 5,

2012, to begin the process of preparing an asking package. This Committee, named by the NBTF Co-Presidents, is comprised of 16 members from all levels and regions of the province and was appointed by the Federation Executive Committee on May 12, 2012: **Heather Smith(15), Suzanne Bourgeois (0113M), Peter Fullerton (0216), Philippe Cyr (1113S), Adam Trider (0215), Robin McCrea (0619), Éliane Lépine (0301), Mark Blucher (0820), Dominique Bélanger (0113M), Sarah Spires (1021), Marcelle Theriault-Michaud (1450), Ginny Richard (1640), Renée Lagacé (07), Stacey Killam (1725), Illyana Verneersch (1826) and Sandra Savoie-Carrier (41).** The Committee's mandate is to fully review all submissions forwarded by each branch and then to propose an asking package to the Board of Directors. The Board of Directors will meet on October 24, 2012 to approve the final asking package after which the package will be embargoed until the commencement of negotiations. Once bargaining begins, members will receive a Communiqué containing a copy of the Asking Packages of the Employer and the NBTF.

The Federation Executive Committee also appointed the Federation's Negotiation Team: **Kerry Leopkey, chief negotiator and NBTF Deputy Executive Director, Heather Smith and Suzanne Bourgeois, NBTF Co-Presidents, Philippe Cyr and Peter Fullerton, AEFNB and NBTA Presidents Elect.**

The NBTF Strategies Committee, made up of the NBTF Negotiation Team and the Executive Directors of the NBTA, AEFNB and NBTF, along with the Deputy Executive Directors of the three organizations, will meet regularly to monitor the negotiation process. Further, the NBTF Media Advisory Committee will be following the press coverage of these negotiations. A reminder to teachers that the NBTF will not negotiate in the media and, as per policy, the NBTF Official Spokespersons for public comments remain the NBTF Co-Presidents. As in the past, every effort will be made to keep members informed of developments during bargaining. Updates will also be posted on the Federation Members' only website at www.nbtfffnb.ca under **Negotiations**.

The NBTF is preparing for a very difficult round of bargaining and will make every effort not to disrupt the system or teachers' financial situation. Members also need to make sure they are registered with their respective association in order to cast their vote when the time comes. Branch Presidents and Directors will assume the leadership role in each branch and will be in contact with the NBTF as necessary. The NBTF is confident that with hard work, perseverance and patience, it can achieve a fair settlement for its members.

The New Brunswick Teachers' Federation Board of Directors Approves the 2012-2013 Budget



At its regular meeting of April 4, 2012, the New Brunswick Teachers' Federation Board of Directors approved the Federation's budget for the 2012-2013 fiscal year. Teachers will see no increase in NBTF dues for the 2012-2013 school year.

Highlights of this budget include the creation of a Reserve Fund for emergency expenses, an increase to the Education Leave Fund for NBTF staff officers and an increase in funds directly related to negotiations. Details of the budget are available on the NBTF Member Only website at www.nbtfffnb.ca.

This picture shows members of the Board of Directors discussing budget details.

The Year in Review - Major Activities in 2011-2012

Besides providing daily interpretations of the Collective Agreement, advising teachers on work related issues, drawing up maternity leave forms (450+ 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 2011: The staff attended the AEFNB's special Executive meeting held in Richibuctou. The NBTF appointed a new Executive Director and began the process of hiring two Labour Relations Officers. Meetings were held with Communications XYZ to set up a media campaign and to draft questionnaires for a public and a member survey. Admin staff attended a CTF Conference on negotiations in Ottawa. The Economic Welfare Officers also met in Fredericton.

July and August 2011: Administrative staff attended the NBTA's special Executive meeting in Cap Pelé. The Executive Director hired a contractor to conduct a study on the print room services and attended a three-day trustees' meeting. The Federation's Personal Committee met to draft a short list for the position of Labour Relations Officer. Federation staff was involved in delivering PD sessions throughout the province.

September 2011: The NBTF Executive Committee held interviews and hired two Labour Relations Officers. Monique Caissie began work in October 2011 and Caroline Foisy in December 2011. The NBTF staff held a wellness day. The admin staff attended NBTA's Welcome New Teacher Seminar and the AEFNB's Leadership Workshop. Staff also met with the Minister of Finance, facilitated a Federation Grievance Committee and attended two Education Summits (Francophone and Anglophone Sectors).

October 2011: The NBTF Executive Committee appointed Kerry Leopkey to the position of Deputy Executive Director. The Executive Director attended the CAPTO meeting in NFL, facilitated the school year's first Federation Board of Directors meeting and presented a plan for the review of the Federation's policies and By-Laws, met with XYZ Communications to draft survey reports and met with Pink Larkin to enter into a contractual agreement for legal services. A meeting was also held with the Francophone sector to draft guidelines for provincial testing.

November 2011: 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. The Group Insurance Trustees also held its regular meeting. The NBTF Finance Committee met to prepare the budget and receive training. The Executive Director and the Deputy Executive Director met with the Director of the Office of Human Resources to discuss the upcoming round of

negotiations and to offer to renew the contract for one year.

December 2011: The Executive Director attended the CAPSLE Board of Directors' meeting in Toronto. The Deputy Executive Director attended the Group Insurance Trustees meeting. The NBTA, AEFNB and NBTF admin staff officers held an internal meeting to cooperate and better serve teachers while putting all our resources together. The Executive Director met with Johnson Insurance Home and Auto staff in Halifax.

January 2012: The Federation Strategies Committee held its first meeting. The Committee on the Review of Federation's Structure and Services also met to continue its work as did the NBTF's Executive Committee. The NBTF's Finance Committee met to prepare a proposed budget for the 2011-2012 fiscal year.

February 2012: The administrative staff attended a meeting of the CAPTO Economic Welfare Officers and a Conference on Labour Law in NFL. It also met with the Federation Board of Directors at the building and assisted the Finance Committee in presenting the proposed budget. The NBTF Strategies and the NBTF Media Advisory Committees met to discuss important issues and the ongoing media campaign.

March 2012: The Federation Executive held its fourth meeting of the school year. The Executive Director and Deputy Executive Director met with HR staff of DOE to discuss amalgamation of school districts. Two Strategies Committee meetings were held to prepare Call for Submissions. Staff also held an internal meeting to discuss ongoing issues.

April 2012: Staff participated in the last NBTF's Board meeting of the school year. It drafted the Communiqué on Submissions and prepared a Submission Form as directed by the Board of Directors. The Executive Director attended the CTF Board of Directors' meeting in Ottawa. She also attended a Group Insurance Trustees' meeting and accompanied two admin staff members to CAPSLE's Annual Conference in Ottawa.

May 2012: Administrative staff attended a number of AGM meetings in order to explain the call for submissions process. Staff also attended both Associations' AGMs. The Executive Director and the Deputy Executive Director attended CAPTO's AGM in NFL. The Federation's Annual Report was also prepared and posted on the website.

OTHER ACTIVITIES

The Federation administrative staff published three (3) issues of **FOCUS Express** in both languages this past year and prepared over 450 maternity leave forms. 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 adjustments to staff's workload was needed in order to address supply teachers' concerns and the Group Insurance liaison duties which have been transferred to the NBTF admin staff. Further, two surveys and a media campaign were created to draw attention to education issues prior to the budget being announced. Work was also done on the review of the Federation's Structure and Services.



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

This has been a very busy year for teachers as the number of members investigated under Policy 701 has increased dramatically. In fact, the districts seem to be investigating every complaint without exercising their discretion as to the validity of the complaints. This issue was the subject of a discussion at the Employee-Employer Relations Committee. The NBTF reminded the employer that Article 55 is still an option for the employer and that complaints that fall under Behaviour Management should be dealt with in this manner and not be the focus of an investigation. 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. Further, a large number of complaints were also filed under the provincial Workplace Harassment Policy. The good news however, is that very little complaints were filed into alleged violations of Policy 311.

During any type of investigation, Federation admin staff typically liaises between the teacher and the district to ensure the teacher is afforded due process and is kept apprised of the status of the investigation. Staff accompanies teachers when questioned by the investigator and attends meetings under Article 55, in the event the District is considering imposing a disciplinary measure.

2. Evaluation of Teachers' Work Performances

This past year, an increase number of teachers had work performance issues and were placed on some form of review. In some instances, these are early career teachers who hold a Schedule D contract and whose unsatisfactory work performance can often jeopardize their recall rights. Again this year, there has been a marked increase in the number of 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, making unannounced visits to the school, placing unreasonable expectations on school staff, to name but a few. This kind of behaviour 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 the administrative team and the district staff as the employer is responsible for maintaining a respectful working environment.

4. Cyber-conduct

An emerging issue is that of teachers being the target of malicious attacks on Facebook, YouTube 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 Policies 703 and 311, students and parents can be held accountable for their cyber-conduct, irrespective of when the information was posted. The NBTF has worked closely with the district authorities and the postings have ceased and/or have been removed.

5. Teacher-Principal Communications

Each year the Federation will receive calls from teachers who are experiencing a dispute or conflict with a member of their school's administrative team. More often than not, 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.

6. Teachers Hiring Independent Legal Counsel

There has been a few 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. 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.

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LATEST NEWS

from the
Federation Group Insurance Trustees

Optional Critical Illness Insurance

Last September, the NBTF Group Insurance Trustees offered the new **Critical Illness benefit** to all active teachers, who were automatically enrolled in the basic plan, covering them for \$10,000, unless a teacher decided to opt out of the basic plan. The bi-weekly premium for this coverage is \$1.49.

All teachers, their spouse and dependent children are also eligible to apply for **additional Optional Critical Illness Insurance coverage**.

Most of us know someone who's been diagnosed with or suffered from a critical illness. The effects can be far-reaching – worry, treatments, time away from work and the financial burden of unexpected expenses. That's where the **Optional Critical Illness benefit** comes into focus. It supplements the coverage provided through a teacher's health, life and disability plans, giving them an extra layer of financial protection.

Teachers can decide to purchase additional coverage that is right for them and their family. If you, your spouse or your dependent children are medically diagnosed with a covered condition defined within your plan, the plan will pay a non-taxable, lump-sum cash benefit that you can use at your discretion: seek other treatment options, make mortgage, credit card or loan payments, hire a caregiver, buy specialized equipment, or take time for family and other interests.

Additional coverage for you and your spouse can be purchased in units of \$10,000 to a maximum of \$50,000 without providing medical evidence of insurability and subject to a pre-existing condition clause. Additional coverage in excess of \$50,000 to a maximum of \$300,000 can be purchased by completing an evidence of insurability form, available from Johnson Inc. A flat \$10,000 of coverage can be purchased for your dependent child(ren).

Here are some statistics concerning critical illnesses:

- 1 in 2.6 Canadian women and 2 in 5 men will develop some form of cancer during their lifetimes.

- More than 140,000 new cases of cancer occur each year.

- About 300,000 Canadians are living with the effects of stroke.

- More than 75,000 heart attacks occur every year.

- Canadians have one of the highest rates of multiple sclerosis in the world.

Premiums for optional coverage are based on a teacher's and his/her spouse's age, sex and smoking status. The bi-weekly premium for dependent children is \$1.83. There are various conditions and limitations associated with this coverage.

For more information and a premium quotation, feel free to contact Johnson Inc. at (506) 458-1981 or toll free at 1-888-851-5500. Staff will answer all your questions and send you an information pamphlet and an application for if requested.



Internal Committee on Workload Issues

As teachers have come to realize, the past rounds of bargaining have not been very successful in making significant gains at the table on issues surrounding teacher workload, mostly because of the difficulty in drafting language in the agreement that addresses the very diverse number of situations that in compasses workload. Further, not all teachers have the same definition of what constitutes workload challenges, depending of course, of where they work or at what level they teach. Therefore, the NBTF Executive Committee felt that these concerns needed to be addressed outside of the collective bargaining process. The NBTF needed to be more creative in finding other ways in dealing with this pressing issue.



In the fall of 2011, the NBTF invited teachers to participate in a survey on a number of questions related to bargaining. Further, question 7 on the survey was directly linked to workload. It was intended to help define the issue: "What is the single most important reason why you say teachers have a heavy workload?" The answers obtained produced very interesting information.

In January 2012, with the data collected from the survey, the NBTF, AEFNB and NBTA struck an internal committee comprised of members from their respective administrative staff: Monique Caissie (NBTF), Melinda Cook & Ardith Shirley (NBTA) and Marcel Larocque (AEFNB). The Committee's mandate is to focus on the verbatim collected from the responses to question 7, and to propose initiatives for sustaining teachers with workload issues. The Committee has met on January 25, February 10, March 12 and April 12, 2012. The next meeting is scheduled on May 28, 2012. The Committee should be drafting a report in the fall indicating how the three organizations will be working together in addressing the many challenges related to workload issues. Members will be informed of the outcome of the Committee's work and its recommendations, through **FOCUS** on the NBTF website at: www.nbtfffenb.ca

This Year's Changes at the NBTF

NBTF Staff

At this time last year, the NBTF had made important changes to its administrative staff. **Kevin Sheehan** had announced his retirement and **Kerry Leopkey** had been appointed NBTF's chief negotiator. Since then, in June 2011, the Federation Executive Committee appointed **Marilyn Boudreau** to the position of Federation Executive Director. Marilyn had been working with the Federation as a Labour



Front: Kerry Leopkey, Monique Caissie, Marilyn Boudreau, Josée Gionet, Christina Ouellette Michaud, Liette Savoy
Back: Steve Tassé, Caroline Foisy, Cyril Chase, Mike Reed and Walter Bubar

Relations Officer since 2002 and also held the position of Acting Executive Director from March to June 2011.

Following these changes, the Federation Executive Committee appointed **Caroline Foisy** and **Monique Caissie** as Labour Relations Officers, thus completing the four member of the NBTF administrative staff. This team of dedicated employees work on a daily basis to represent teachers in all matters related to their working conditions and in all aspects of the Collective Agreement. They may be reached at 452-1736 or by email @nbtfffenb.ca.

Further, the Federation staff is pleased to welcome a new custodian. **Steve Tassé** has joined **Walter Bubar** and **Cyril Chase** in responding to the custodial needs of the Federation

building and staff. **Liette Savoy**, Secretary Receptionist, **Josee Gionet**, Bilingual Executive Assistant, **Christina Ouellette-Michaud**, Administrative Services Officer and **Mike Reed**, print room Supervisor, complete the NBTF support staff.



Improvements to the Building

The NBTF building has undergone major upgrades this past year. The building finally has a new roof! This \$160,000.00 upgrade was necessary as the roof was leaking in a number of places and had not been replaced since the building's construction. The work was completed this spring and should last for the next 25 years. Inside, a fresh coat of paint was applied to all the walls and the old carpet in the Federation and AEFNB offices was replaced.

This year, calls for tenders have been sent out to replace the walkway and staircase at the front entrance, replace the flooring in the NBTA offices and set up the Wayne-Nightingale Room with technological upgrades such as a Team Board, a conference call system, etc. Further, the sprinkler system needs to be upgraded and so does the heating and cooling systems. These are major renovations that will be costly, but that can't be ignored given the age of the building.

The New Brunswick Teachers' Federation building is mortgage free and is a big asset for this organization. Teachers should be proud of it and should continue to maintain it properly.



Current Issues Handled by the Federation Administrative Staff in 2011-2012



7. 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.

8. 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. This year, because of the possibility of school closures, the NBTF attended a number of meetings throughout the province to answer questions on transfers. As seconded teachers may be returning to the classroom as a result of school district amalgamation, they have also contacted the NBTF for guidance.

9. Maternity Leaves

This past year, the Federation staff has completed over 450 maternity leaves. These forms are now electronically managed from our website. 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 to accept an earlier return date to work.

10. Intimidation/ Bullying Cases and Media Coverage

The Federation has been dealing with a few difficult situations created by the media. In fact, the CBC and Radio-Canada coverage of some reported intimidation or bullying cases have been very negative towards schools in particular and teachers in general. Although a complaint has been filed with the Ombudsman, their remains a concern as to how reporters are conducting their business. The Federation has requested a meeting with the Editors and/or Information Directors to voice these concerns.

11. Liaison for Group Insurance

The Group Insurance Trustees have decided to transfer the duties and responsibilities of the liaison person for group insurance over to the NBTF administrative staff. Therefore, the contract with Lise Shaw, the present liaison person, has not been renewed. The NBTF wishes to thank Lise for the services she has

provided teachers.

12. Supply Teachers

As the Employer is faced with decreasing budgets and enrollment, and as it has diminished the number of PD days offered during the school day, added to the fact that a number of D contract teachers have not been recalled last year, the NBTF has seen an increase in the number of supply teachers. This has created additional workload for admin staff, however, staff is more than ready to take on this new challenge in addressing these members' needs and expectations.

Review of the Federation's Structure and Services



The Federation is presently undergoing a review of its structure and services. The Committee on the Review of the Federation's Structure and Services (CRFSS) appointed to lead this process has already proposed changes to a number of policies, including those related to negotiations and finance. Amendments to the NBTF By-Laws and policies will be

brought to the Federation Board of Directors in October for approval. The Committee has reviewed all NBTF policies that fall under the authority of the Federation Executive Committee. The review of the remaining policies governed by the Board of Directors should be completed in the fall of 2012. Further, the CRFSS will soon be looking at the duties and responsibilities of the administrative and support staffs. Any changes to the actual make-up of the Federation staff will need to be approved by the Federation's respective governing bodies.

The next item on the Committee's agenda will be to take a comprehensive look at the Federation's Act of Incorporation. Because of the legal aspects involved, the three organizations will need to provide input as they are part of the NBTF's Act of Incorporation. Any amendment needs to be approved by legislation, the process is complicated and has important implications that need to be addressed in a timely fashion. The three organizations are working closely to address these issues related to the review process and will keep members informed as they move forward. The Committee has also drafted a mission statement that will be processed through the NBTF's governing bodies during the next school year.

Grievances and Investigations: the Year in Review

As of May 1st, 2012, the NBTF 10 grievances. They involve alleged violations of **Articles 55, 56 and Policy 701**. Six grievances have been referred to adjudication. One hearing will be heard in June.

Since the last AGM and at the time of preparing this report, 27 complaints have been investigation pursuant to **Policy 701**. It must be noted that the number of complaints filed under this policy has increased dramatically this year compared to last year (11 in 2010-2011). Eight complaints were founded, 13 unfounded, while 6 others were deemed to be classroom management issues so not covered under Policy 701. The others 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.

Seven 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 supply teachers, 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.

The Group Insurance Trustees heard a number of appeals; however, most of them were not covered in the plan and have been denied.

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.



The NBTF Website

**A MUST
for all Members**

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 Group Insurance or to the Collective Agreement, all this is available on the website. 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:

- The Federation's Organizational Chart;
- A Supply Teachers' Page;
- Information on Maternity leaves and a Maternity Leave Form;
- Information on how to access Counselling Services;
- Information on Teachers' Pension Plan;
- 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,
- Information on Group Insurance, and
- A link to other teacher organizations; and

Furthermore, the **Federation Members' Only Website** contains important information exclusive to contract teachers:

- Negotiations
- The Collective Agreement;
- Federation Policies (presently being reviewed);
- The Annual Report;
- Minutes of all the NBTF Committee Meetings;
- Grievance Officers' Corner.

To access the **Members' Only Website**, members need to enter their association member number. Once they have entered this number and their date of birth, they will receive an automatic email 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 its members by posting them regularly on the website. Members 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 members and staff have committed time and energy into 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: William Burroughs, Sean Kelly, Jason Nicol, Crysta Collicott, Gérald Arseneault and Nicole A. LeBlanc.

Members of the Federation Finance Committee: Donna Winton, Martin Daigle, Richard Cuming, Sally Cogswell, Grant Hendry, Gérald Arseneault, Agnès Doiron, Mirelle Ouellette-Beaulieu and Debbie Belliveau.

Members of the Federation Board of Directors: Heather Smith and / et Suzanne Bourgeois (Co-Presidents, NBTF / coprésidentes, FENB), Philippe Cyr (Vice-President, AEFNB / vice-président, AEFNB), Ronna Gauthier (Acting Past President, NBTA / présidente sortante par intérim), Adam McKim (Vice-President, NBTA / vice-président, NBTA), Richard Cuming, Christopher Brown, Cathy Boudreau, Connie Keating, Aldena Higgins-Harris, Marla Anderson, Elizabeth Andrews, Yvonne Caverhill, Sheridan Mawhinney, Derrick Sleep, Jacques Theriault, Paul Mourant, Douglas Stewart, Ron Furlotte, Bradley Coughlan, Heather Ingalls, Heather Hogan, Kelly Christensen, Julie Holt, Cline Gideon, Jessi Stever, Heidi Ryder, Carolyn Barnhart-Elson, Kimberley Cripps, Peter Fullerton, Laura Cote, Karen Miller, Heather Palmer, Guy Arseneault, Leah Bidlake, Stéphane Noël, Tim Ringuette, Eric Boudreau, Ghislain N. Pelletier, Alain Ross, Marie-Josée Duchesne, Sophie V. LeBlanc, Marie-Josée Goguen, Hélène Haché, Gabriel Thibodeau, André-Marc Cormier, Mirelle Ouellette-Beaulieu, Paul Demers, René Hachey, Mathieu Quimper, Nathalie Ferguson, Rodrigue Hébert, Marcel N. LeBlanc, and Jeannot Cyr.

Members of the Federation Executive Committee: Heather Smith and Suzanne Bourgeois (Co-Presidents), Philippe Cyr, Adam McKim, Ghislain N. Pelletier, Ronna Gauthier, Rodrigue Hébert, Sheridan Mawhinney, Hélène Haché and Peter Fullerton.

Members of the Employee-Employer Relations Committee: George Daley, Kimberley Douglass and Pierre Robichaud

Members of the Group Insurance Trustees: Heather Smith, Suzanne Bourgeois, Luc Michaud, Robin Andersen Dawn Beckingham, Nicole Boudreau, Patricia Thorne, Jonathan Logan, Callum MacPhee (Retired) and Irma Toner (Retired).

Members of the Committee on the Review of the Federation's Structure and Services: Kelly Munroe, Barry Snider, Heather Smith, Rodrigue Hébert, Claude Roy and Suzanne Bourgeois.

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

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

Other important people who help the NBTF admin staff better serve teachers: **Jim Dysart** (retired) and **Gary Nightingale** (IBS Ltd). Without these fine gentlemen, the NBTF would not have made it into the 21st Century... and thank you **Dale Weldon**, Senior Consultant and Office Manager at Johnson whose support is truly appreciated.

A WARM FELT THANK YOU TO EACH AND EVERYONE for your excellent contribution and cooperation.

