

Teacher Welfare Committee 2023-2024 Annual Report

From: Andrew Finlay, TW & NSC Chair – Griffith Woods
Aneesa Hakda – Elem Rep – Hugh A Bennett
Jeff Hawken – Elem Rep – Valley View
Kate Moussa – Jr High Rep – Branton
Erica Good – Sr High Rep – NCS – Centennial
Todd Faunt – Principal Rep – NCS – Kenneth D Taylor
Stephanie Gee – Prof Sys Support Rep – Ed Centre
Katelynn Dutton – Sub Rep – Dr George Stanley
Heather Basaraba – Member at Large – Mount Royal
Mike Carron – Member at Large – NCS – Lord Beaverbrook
Chris Keuben – Member at Large – David Thompson
Maria Herrera – Member at Large – Senator Patrick Burns
Gillian Sealy – Comm Liaison – Crossing Park
James Gerun – Representative Bargaining Agent
Kevin Kempt – District Representative
Kent Kinsman – Executive Staff Officer
Stephani Clements - President



The committee met ten times this year using a hybrid format. This allowed members to attend when they had school commitments in the evening. The focus of the year was to help the NSC with local bargaining, to keep track of how local bargaining is happening across the province, and to educate members about the bargaining process in Alberta.

For the September meeting the committee discussed the videos being developed to explain Central Table bargaining. The committee discussed bargaining for the List of All Matters and completed the survey for the Central Table Bargaining Committee on the List of All Matters. Finally, the update for the Frame of Reference was delayed to a later meeting as there was a new template provided by Provincial ATA and the committee felt that time would be needed to explore the changes.

In October, the committee started working on the Frame of Reference. The amount of work required to determine the changes proved too large for a single meeting. Members were to provide feedback by email before the following meeting. The committee also discussed creating a campaign to educate members about their rights under the collective agreement.

In November the committee decided to create an ad-hoc committee to work on the Frame of Reference. We discussed the results from the Feedback at Five from the previous CSR meetings. We discussed the role the committee can take to help with the provincial's engagement plan.

December was spent reviewing the local Memorandum of Agreement and preparing for the upcoming Bargaining Unit General Meeting in January.

In January the committee made the final preparations for the BUGM. The committee also created an ad-hoc committee to meet with a member of the Central Table Bargaining Committee to explain the local issues that we would like to see addressed. Finally, we discussed possible themes for the social media campaign on rights under the collective agreement. These themes would be given to the communications committee to create the actual content.

February had the committee debriefing the BUGM that had just happened. The discussion mainly centred around the engagement of members, the discussions that were had and the venue as parking was an issue. The feedback will be used going forward to plan future BUGM's. There was a discussion around having a showing of the movie, "When We Fight" and how we could create a meaningful engagement process around the movie. We also discussed a plan to ensure that members were aware of the Central Table Survey on bargaining priorities. Finally, a motion was passed to send a member of the Committee to the Labor Notes Conference.

March was spent time working on what is now going to be called "Healthy Boundaries for Healthy Schools", electing a new NSC and agreeing to cohost the screening of When We Fight with the Political Engagement Committee at one of their Politics and Pints events.

April was spent discussing and approving the new Frame of Reference as well as comparing notes from the Collective Bargaining Conference.

There was not an official meeting in May due to quorum because of the excellent Dr Shelly Moore PD event. We did receive a report about the Labor Notes Conference as well as updates on the Bargaining 101 school visits and decide who will be attending Summer Conference.

NSC Meetings

The NSC met several times this year as part of local bargaining. We had four more days of bargaining and were able to reach a local memorandum of agreement which was ratified at a Bargaining Unit General Meeting on Jan. 24, 2024. The NSC was then formally disbanded and a new NSC was elected. Congratulations on Jeff Hawken and Kate Moussa for their election.

Committee Activities

Summer Conference took place in person at the Banff Centre. Four members of the TWC took part. There were two Collective Bargaining Conference this past year. On November 17-18, 2023, we had ten members of TWC attend and on April 12-13, 2024, we had nine members attend in Calgary. Items discussed included the recent research from the ATA, specifically around our members working conditions, levels of engagement the state of education funding in Alberta and effective ways to keep members informed. The participants at the conference were also able to take part in the Teacher Welfare Education Program courses.

Duties of the Chair

As Chair of the TWC I attended the Liaison committee meetings as well as the Working Conditions Committee (WCC) and the Health and Safety Committee. The WCC met three times this year during which the focus was on ensuring that staff wellness remained a focus of the CBE. By the end of the year the CBE had hired an advisor whose sole focus is on Staff Wellness. The Health and Safety Committee's main focus this year was reviewing the benefits plan for CBE employees. I have also had the pleasure of visiting over 30 schools to present the Introduction to Bargaining sessions. They were well received, and members had the opportunity ask questions. Feedback indicates that there is a need to continue to educate members on the process as we move through the process

It has been an honor to serve as Chair of the TWC and NSC for the 2023-2024 school year. I would like to thank all the members for their keen interest in and commitment to their fellow teachers. I

would also like to acknowledge the work that members have done for the past year and thank them for a job well done.

Respectfully submitted,

Andrew Finlay, Chair
Teacher Welfare Committee & Negotiating Sub Committee

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