

# Teacher Welfare Committee 2022-2023 Annual Report

**From:** Andrew Finlay – Chair – TWC & NSC

**TWC Voting Members**

Andrew Finlay - Chair – Griffith Woods School  
Donnella Perkins – Elementary Representative - Connaught  
Jeff Hawken – Elementary Representative - Valley View  
Kate Moussa - Junior High Representative – Branton  
Erica Good- Senior High Rep - Centennial  
Todd Faunt - Principal Representative – Kenneth D Taylor  
Heather Basaraba – Professional System Support – Mount Royal  
Katelynn Dutton - Substitute Representative - Substitute Teacher  
Alix Esterhuizen - Member at Large – James Fowler  
Liz Ivy - Member at Large – Simon Fraser  
Mike Carron - Member at Large – Jack James  
Avieneet Dhillon – Member at Large – W O Mitchell

**TWC Non-Voting Members**

Kent Kinsman - Executive Staff Officer - ATA Local 38 Office  
James Gerun - Representative of the Bargaining Agent  
Kevin Kempt- District Representative  
Stephani Clements – President

**Negotiating Sub Committee (NSC):**

Andrew Finlay– Chair  
Mike Carron – Vice Chair  
Todd Faunt  
Erica Good



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## Meetings

### Teacher Welfare Committee

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 prepare the *Initial Proposal* for local bargaining, keep track of how local bargaining is happening across the province, to create a focus group of teachers to see how decision making in their school affects their working conditions and to survey the membership on their current conditions.

The September meeting began with the election of the NSC. The committee discussed the incoming implementation of Bill 15 and how the new *Code of Conduct* could impact the working conditions of teachers. Finally, the *Frame of Reference* for the committee was updated to incorporate structural changes involving the communications liaison and the rules for NSC members continuing on while bargaining even though their term may be up.

In October, the committee discussed issues surrounding the change in the *Employee Family Assistance Plan* by ASEBP and the decision by the CBE to not follow suit. Most of the meeting was taken up by reviewing the *Initial Proposal* template provided by provincial. This was a big project, so the committee agreed to have a separate meeting to create the Local 38 survey on Oct. 26th.

In November the committee reviewed the final draft of the survey and provided last minute edits before it was sent out to the members. At this meeting the committee reviewed local policy that is within the purview of TWC and provided recommendations to the Resolutions Committee.

December was spent reviewing the *Initial Proposal* created by the NSC and making a recommendation to the membership. The time and format for the Bargaining Unit General Meeting (BUGM) was determined at that time to be the evening of January 31<sup>st</sup> and would be a in a virtual format.

In January the committee made the final preparations for the BUGM were made and it looked at how the short staffing situation at the Employee Health Resource Centre were causing issues with sick leaves. The

committee was provided information of how the grievance procedure works and the steps that would be taken for one to happen.

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 effect the virtual format had on attendance and engagement. The feedback will be used going forward to plan future BUGM's.

March was spent exploring the substitute shortage and the effect this is having on the membership. We looked at items that could help alleviate the issue through bargaining and what could be done through advocacy work. The committee started to explore the idea of creating a PD session that would allow teachers to advocate for their working conditions and work life balance in a proactive and positive manner.

April was spent discussing the *PowerSchool Report* produced by the Working Conditions Committee and how it was received by the CBE. Discussions also included the results from then Board's *Pulse Survey* from the previous June. The rest of the meeting was spent planning then 'Tacos and Feedback' event.

May was spent reviewing the 'Tacos and Feedback' event format. There was debate around the focus of the event and what will become of the data. This would inform the way future events would be handled. The data would be compiled and then reviewed at the June meeting as it will inform future activities of the committee. Four members of the TWC were selected to participate in the bargaining sessions at the upcoming 'Summer Conference' in Banff. The committee also agreed to meet on the third Tuesday of the month in the upcoming year.

## **NSC Meetings**

The NSC met several times this year as we entered local bargaining. In early December we spent a day meeting to go over the data collected from the survey of the members about items for the *Initial Proposal*. We also met in a hybrid format one evening to hear submissions from the substitute group. This draft *Initial Proposal* was first presented to the TWC and then the general membership at the BUGM on 2023 Jan 31. The committee was given dates to bargain in June so after the presentation of this report. The committee will meet several times over this month to prepare for the bargaining sessions as well as for the sessions themselves.

## **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 18-19, 2022 we had seven members of TWC attend and on April 14-15, 2023 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 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.

In May the committee took advantage of an opportunity to run a focus group before the CSR meeting. Dinner was provided in the form of a taco bar and the topic of discussion focussed on the decisions that impacted teachers work in both the negative and positive aspect. The initial takeaway from the event is that there is still more work that needs to be done creating awareness around the *Staff Involvement in Decision making* document. Overall, teachers were feeling a lack of autonomy over their practice and any decision that provided them with time was appreciated as it allowed them to focus on what they needed.

## **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 four times this year during which the focus was on receiving feedback from the superintendents about the *PowerSchool* report and choosing a focus for their next project. The Health and Safety Committee main focus this year was reviewing the benefits plan for CBE employees.

It has been an honor to serve as Chair of the TWC and NSC for the 2022-2023 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

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