

James Baker
Substitute Representative for Local #38 Executive

- **Executive Committee Local #38 Substitute Representative**
- **Teacher Welfare Group (EPC) rep for six years (2013-2018)**
- **ATA Provincial Substitute Teacher Committee Rep 4 years**
- **Substitute Teacher Group (STG) Member since 2003**
- **Alberta Representative Assembly since 2005**
- **Annual Substitute Teacher Conference since 2002**
- **ATA Summer Conference attended 5 years**
- **Contracted Teacher and Substitute Teacher since 2000**
- **Contact 403-710-1319 or jamesbaker@shaw.ca**
- **Our work on behalf of substitute teachers across the city is still with the local negotiating committee here in Calgary. Gains made for provincial substitute teachers are left with the arbitrators table.**
- **Our work and fight for working conditions remains to be accomplished. I need your support for continued advocacy on your behalf. Consistent representation for the next two years is in your best interest.**
- **Each year substitutes face higher transportation costs to accomplish our daily jobs; higher costs of living; and limited benefits. The job today, demands that we travel further and make adjustments to accommodate schools located farther away.**
- **The leadership of the ATA is in support of improved working conditions for all teachers including the substitute teaching profession.**
- **I wish to advocate for the following:**
 - 1) **An increase in our daily rate after 8 years of 0%.**
 - 2) **Improvement in benefit coverage.**
 - 3) **An increase in pay for half day jobs.**
 - 4) **Advocating for adherence to the teacher's job/duties we cover during their absence.**