

- 1) "Be it resolved that the STF bargaining committee, in future negotiations, bargain a consistent percentage salary increase across all steps on the provincial salary grid."

*This last round of bargaining saw teachers at various years of experience receiving different percentage increases. Those in their early years of teaching and those with 10 or more years' experience received a larger wage increase than those in the "middle" (i.e. six year' experience). This difference serves to split or severe our collective more than it does to unite teachers across the province during a time when unanimity is needed. Philosophically, it does not place the same value on all teachers.*

- 2) "Be it resolved that the STF bargaining committee place a priority on achieving a higher rate of remuneration for those at Class 5 and Class 6 of the provincial salary grid."

*The cost in money and time that a teacher takes to improve his/her qualifications is not reflected in the current remuneration that one currently receives.*

- 3) Be it resolved that the STF Executive investigate and report to Council on the benefits and costs of hiring a consultant to assist in provincial contract negotiations.

*This resolution is not requesting that a person be hired to replace the General Secretary as lead negotiator at the bargaining table; what this resolution requests is the bargaining committee hire someone with previous political experience (i.e. former deputy minister) to assist in managing our negotiations and give assistance to the General Secretary and the bargaining committee in decision-making.*

*Many members see our last round of bargaining as a "failed" process where teachers sacrificed three strike days with little to show in return. Questions remain about the timing and the question to suspend withdrawal of services after having them implemented. Although there are arguments to made in favour of these decisions, perception is often considered the truth in politics, and if our members perceive that we need to strengthen our bargaining unit then this action would help unify and solidify support behind our bargaining team for the future, especially if future action from our membership will be required.*

- 4) Be it resolved that the STF hire a public relations consultant in the year that the STF is in contract negotiations to handle communication through various forms of media with the public.

*Our last round of negotiations saw the STF either responding to information, false or otherwise, stated by partners across the negotiating table, or else remaining mum. We will need someone, or some agency, to handle the narrative of teachers that goes beyond members of Council writing anecdotal stories and presenting them to the government. We need to begin laying groundwork in advance of the expiration of a contract. And, we need a voice that entres the public arena that speaks on behalf of teachers. This would be a big step in strengthening the resolve and the morale of the teaching profession.*

*A separate media spokesperson can keep our General Secretary above the fray of daily politics and media giving the General Secretary an unsullied reputation to the public and during*

*negotiations. Our General Secretary can remain focused at communicating at the bargaining table while our media relations person can focus on sending a message to the public. All other professional organizations employ such a staff for this reason.*

- 5) Be it resolved that the STF Executive release a financial statement itemizing expenses incurred during negotiations within 60 days of a contract being ratified.

*Members were told going into potential job action that our contingency fund was well equipped to handle as many days as we were with without salary when we took job action. Many members were surprised to see the actual reimbursement amount determined by the STF Executive. Information given in a timely manner would help explain to members where our costs were in the whole round of negotiations, how much money was paid out, how much money was retained in the fund, and a rationale for those decisions. To wait longer than 60 days creates speculation and rumours that could be avoided with proper information at teachers' disposal.*

- 6) Be it resolved that in recognition the additional pressures faced by rural teachers, an investigation be undertaken into the challenges faced by these teachers looking specifically at levels of extra-curricular, volunteer involvement, professional development roadblocks , teaching loads and unassigned prep time.

- 7) Be it resolved that all women taking a maternity leave receive the top up benefits to 95% of their annual salary for the first 17 weeks of their maternity leave regardless of the date of the birth of their child.

- 8) Be it resolved that the S.T.F. encourage the S.T.F. health plan to cover reflexology treatment up to a maximum of 400 dollars per year.

*Reflexology is a natural healing art based on the principal that there are reflexes in the feet, hands and ears that relate to every part, gland and organ of the body. Through application of pressure on these reflexes, reflexology relieves tension, improves circulation and promotes the natural healing of the related areas of the body.*

*In today's busy lifestyle, teachers are too busy, do not sleep enough, do not eat right, and do not exercise enough. Reflexology does not only help individuals cope with the stress of society but also aide in the self-healing process. In short, reflexology will simply benefit a teacher in being more productive at work and in society.*

- 9) BIRT the STF Provincial Executive and the STRP Committee strike a committee to investigate the possibility and legalities (CRA approval to continue as a registered plan) of a teacher moving into a different profession between 20-29 years of teaching and continue to make monthly contributions to STRP until retirement between years 30-35.

*We are seeing a cultural shift in our society where individuals do not stay in the same profession for their entire career. Statistics show that people could change careers 2 or 3 times before retirement. By allowing teachers to continue to contribute to STRP while taking a different career path will ensure that the STRP stays viable, will ensure that those that give 20 or more years of service to education are taken care of during retirement like their colleagues that retire at 30 years plus and that provide opportunity for those that no longer have the drive to educate can exit the profession without fear of losing a healthy pension for retirement, which will open the doors to new teachers. If a committee is struck they would need to investigate the legalities of ensuring STRP continues to keep it's registered status and that those that exercise this option would pay fees to the STF to cover the management of the plan as all STRP members do.*

- 10) Be it resolved that the STF health plan pay a maximum of \$900.00 (3- 24 month periods worth of eye care supplies) towards the costs of laser eye surgery with the understanding that the patient then would not be eligible for any more eye care supplies for 72 months.

*The current 24 month maximum of \$300 discourages teachers from laser eye surgery due to high costs. The cost of laser eye surgery can vary greatly depending on individual patients and can be as high as \$2000 per eye. The health care plan will save money, assuming the surgery is successful as the patient will not be claiming eye care supplies for the remainder of his or her career.*