

Teachers are not the employer

1. When you request a preferred TTOC, you are acting as if you are the employer.
2. TTOCs are day-by-day employees whose ability to work can be impacted by anecdotal comments. Without an objective call-out system, TTOC employment is at the whim of individual teachers. It is not based on a fair and transparent evaluation process, such as every contract teacher enjoys by collective agreement right.
3. Would you want your career future and your ability to earn a living to be determined in this way?



TTOC facts

TTOCs work 70 days per year

- on average BC TTOCs work 70 days
- 45% worked less than 70 days
- only 8% worked 111–130 days

26.5% of the TTOC responders owe a student loan.
47.3% of the responders owe loans that are \$20,000 or more.

Source: 2008 Teachers Teaching on Call Working Conditions Survey: Preliminary Findings. Margaret White, Research Analyst, BCTF Research Department

Opportunities for your voice to be heard

To be involved further in discussion or action on TTOC seniority, contact:

- your local association: president, executive, TTOC contact or representative or Working and Learning Conditions/Bargaining Committee
- BCTF TTOC Advisory Committee
- Task Force on TTOC Work in BC (contact: Kelly Shields, BCTF staff person responsible for TTOC issues 1-800-663-9163, or 604-871-1803 in Professional and Social Issues Division)
- BCTF Working and Learning Conditions/Bargaining Advisory Committee (contact: Ritchie Kendrick in Field Services, 604-871-1887)



It's about seniority



British Columbia Teachers' Federation

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Teachers voted to support seniority callout

Motion from AGM 2007

- “ a. That the BCTF and its locals work to secure contract language that provides for seniority-based TOC call-out procedures.
- b. That BCTF locals work to eliminate the practice of contract teachers calling out, selecting, or expressing a preference for particular TOCs to fill a teacher absence.”

Resolution 204 from the 2009 AGM

“That the BCTF investigate:

1. the challenges, benefits, and reasons for retired teachers returning to work as TTOCs
2. the impact on employment of non-retired TTOCs
3. TTOC call-out systems in BC that successfully address these issues”

with a report back to the 2010 AGM.

Executive Committee motion of April 2009

“That a Task Force on TTOC Work in BC be formed to undertake the investigation called for by the AGM decision (Resolution 204 above) and that the task force report to the December meeting of the Executive Committee.

The task force will review existing call-out systems, investigate sizes of call-out lists and criteria for when lists are open or closed, identify regional concerns about availability of TTOCs, investigate challenges, benefits, and reasons retired teachers work as TTOCs, and assess the impact of retired teachers working as TTOCs on the employment of non-retired members working as TTOCs.”

BCTF Representative Assembly motion of May 2009

“That the BCTF have a province-wide campaign to educate the members about seniority-based call out for TTOCs.”

Seniority provides...

Teacher teaching on call

Contract teacher

Stability

Fair process

Eliminates favouritism and luck

- no more “in the right place at the right time”
- no more “using your connections”

Provides a transparent process

Gives first call and first right of refusal

- contract teachers take seniority for granted
- seniority is a basic union principal
- contract teachers have had seniority since 1983 when BC teachers went on strike for seniority-based layoff and recall to prevent boards from choosing arbitrarily who to lay off
- transfer and downsizing protection (some contracts)
- provides tenure and job protection
- first hired is last laid off
- recognizes loyalty to a school district and the school community
- portability between districts improves mobility
- protection from ageism

TTOC fact

TTOCs earn less than \$30,000 per year.

- The average TTOC earned \$14,000 last year.

Source: 2008 Teachers Teaching on Call Working Conditions Survey: Preliminary Findings. Margaret White, Research Analyst, BCTF Research Department

Our future goal



Sylvia Bishop Photo

Step one: seniority call out for TTOCs

Step two: meaningful application of seniority hiring to a contract position

How do we get it?

- BCTF Bargaining Conference will discuss seniority call out as a bargaining objective for 2011 provincial negotiations.
- Discussion of this issue at the local level is key to building support for seniority call out as a bargaining objective.

TTOC fact

TTOCs do not receive medical, dental, or extended health benefits.