

Who are the CEP staff and what do they do at the BCTF?

There are four distinct groups of people working at the BCTF building. One is comprised of 40 members of the Communications, Energy, and Paperworkers' Union of Canada (CEP) Local 464. CEP 464 members include teachers on leave of absence from their teaching positions, former teachers, lawyers, an accountant, and a media relations person.

The BCTF is currently negotiating with CEP 464 and has indicated that it wants to strip provisions of the CEP collective agreement as well as achieve concessions from both active and retired CEP members.

CEP members at the BCTF work closely with:

- support staff (120 members of the Teachers' Federation Employees' Union)
- excluded staff (the executive director, administrative assistant to the executive director, director of human resources—personnel, director of human resources—administration)
- full-time table officers (president, first vice-president, and second vice-president are released full time and have offices at the BCTF building).

CEP members:

- ✓ provide advice to the BCTF Executive Committee and full-time table officers.
- ✓ advise and support local presidents in matters of grievance handling, personnel matters, and Federation and local campaigns.
- ✓ support the Provincial Bargaining Team during negotiations, co-ordinate the implementation, administration, and enforcement of the collective agreement; assist with the co-ordination of grievances.
- ✓ write letters, speeches, scripts, letters to the editor, newspaper editorials, key messages, and articles for the elected officers.
- ✓ establish media contacts, provide media advice and training, accompany FTOs to media events, provide background before interviews, do research, monitor media, provide background for journalists.
- ✓ develop, write, organize, and publish BCTF publications and the web site.
- ✓ support BCTF advisory committees.
- ✓ develop communications plans based on research involving polling and focus-group testing; organize and carry out advertising campaigns.
- ✓ lawyers provide legal advice to the Executive, FTOs, local presidents, and members. The legal advice may be regarding contract enforcement and grievance handling, legal protection for an individual member, the propriety of pursuing legal redress through the courts, or defending the BCTF from legal challenges; lawyers represent the BCTF at the LRB, WCB, College of Teachers, and in court; lawyers represent the BCTF and members before the Human Rights Tribunal and the Privacy Commissioner.
- ✓ provide services to provincial specialist associations; support new teachers including organizing an annual

new teachers' conference; advise on curriculum and education policy ensuring that the ministry uses teachers to write curriculum, evaluate learning resources, and advise on policy; train local leaders; provide workshops for schools; support for teachers-at-risk; social justice programs; work to make the world a better, safer, more socially just place for teachers, students, and their families; French programs; support in relation to the College of Teachers and TQS matters; liaise with the university deans of education and teacher education co-ordinators, organize BCTF Day on Campus at the universities.

- ✓ our accountant is responsible for ensuring that the \$26 million BCTF budget is handled responsibly, accounting procedures are properly followed, and accurate records maintained.
- ✓ liaise with government, other organizations, and individuals to enhance and protect public education.
- ✓ administer the \$198 million Salary Indemnity Plan for teachers who have run out of sick leave; provide information and workshops to teachers, principals, and district administration; co-ordinate the BCTF SIP-Rehabilitation program, including overseeing the \$3 million budget, eight private contractors, and 35 consultants who serve 99% of eligible members in 55 of 60 districts.
- ✓ advise BCTF members on pension matters, give pension workshops, serve on the board of the Teachers' Pension Plan.
- ✓ help organize BCTF meetings such as the Annual General Meeting, Summer Conference, Representative Assemblies, the Federation Leadership Institute, as well as public education conferences.
- ✓ provide health and safety training, liaise with Work-SafeBC, develop and present workshops, liaise with BC Federation of Labour, provide health and safety advice to members, local presidents, and officers.
- ✓ represent members with EI and WCB claims, assist local presidents with EI and WCB claims, deliver workshops, and work with teachers-on-call representatives.
- ✓ administer the BCTF Code of Ethics and Judicial Council, BCTF Mediation Service, Program for Quality Teaching, and support teachers having difficulty with their teaching practice.

The CEP national union has 150,000 members in all kinds of industries doing all kinds of jobs. They work in media, pulp and paper mills, telephone companies, oil, gas, chemical, and mining industries. Besides the directors and assistant directors at the BCTF, CEP members across Canada include journalists, printers, radio and TV broadcasters, graphic artists, and a host of other occupations.

If you support union principles and expect your union to as well, please contact:

- your local president
- your local representative(s)
- BCTF president, Jinny Sims at jsims@bctf.ca
- CEP 464 president, Anita Chapman, at anitachapman@shaw.ca