



## ABBOTSFORD DISTRICT TEACHERS' ASSOCIATION

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### ARE YOU READY FOR A BREAK YET?

Having weathered our way through the last 8 months, is it any wonder that this holiday might be the most anticipated and well deserved respite to occur in many years. We've been inundated with all of the usual start-up issues of a school year, but we have also continued to endure the remnants of a collective attack on our profession and livelihood. So, no matter what school you are in, please take pause over the holiday to rest, refresh and recover as you most certainly deserve the opportunity. Jennifer and I, along with the ADTA office staff Susan and Shannon, wish you all a wonderful holiday and very Happy New Year.

Festively Yours,

*Doug Smuland*

President

### \$105 MILLION FUND

A 1.0 FTE teacher should have by now, or will soon, be receiving a payment of \$2,810 before tax and \$1,896.75 after Federal and Provincial taxes.

The percentage of tax withheld is based on the marginal tax rate of a FT teacher. We understand that for most it will be too high, but when a member files their 2014 income tax return any overpayment of tax will be refunded. The BCTF has an obligation under the *Income Tax Act* to remit at the level of 32.5%.

The \$105 million fund cheques were mailed to members on Friday, December 11, with the exception of some of the cheques for TTOCs and other members with complex assignments. Along with the cheque will be a T4 and a letter that will provide a link to a "Payment Questions" page on the BCTF member portal. In **January** the page will include the phone number of a "Payment Information Line."

Inevitably, some members will question the amount of their payment. These will be members who had less than full time employment in the eligibility period, July 1, 2013, to September 18, 2014. The portal page will provide the formulas used to calculate payments. Members can plug in their employment information and determine whether the formula generates the same amount as the cheque. If not, it will be due to a discrepancy in the employment information submitted by the district and the member's understanding of their employment history during the eligibility period.

If a member thinks that their payment is incorrect, we advise them to contact the BCTF Payment Information Line in **January**. BCTF staff will be available to lead them through the calculations and provide their employment information as submitted by their district. If the member's understanding of their employment level over the eligibility period differs from that reported by the district they will be advised to contact their local office (the ADTA). The BCTF will give members until January 23, 2015, to contact the ADTA. The member will be issued a cheque for any additional amount owing.

Note: Any amount differences less than \$25 will not be processed.

**NEW SALARY CALCULATIONS**

The BCTF Research Department has now completed the updating of the online salary information for the new collective agreement. Please see attached.

You will also find the updated information on our salary and benefits page just inside the BCTF member portal. On the left side of the page look under “Services and Resources” for “Salary & Benefits”. Here is the direct link: [bctf.ca/SalaryAndBenefits.aspx](http://bctf.ca/SalaryAndBenefits.aspx).

**HARDSHIP FUND**

The ADTA recently distributed over \$16,000 in hardship funds from the BCTF. I would trust that members recognize the dilemma faced by the ADTA in distributing this money unequally. Given the inevitable negative corollary between the number of members and the portions of the fund though, a decision to avoid a payout of \$11.00 each was required.

For those that are perhaps unaware of what the process for distribution may have been, it was determined through the collective opinion of the ADTA Executive and a subsequent meeting of Staff Reps that the funds would come in the form of gift cards. These were distributed on a first come first served basis, with members self declaring their own need; there were no restrictions placed on those that asked, other than that they determine for themselves if they were indeed in hardship.