



## WORTH DOING!

Last week TW staff presented 20 grievances on central table collective agreement provisions to a meeting of the Teacher Employers' Bargaining Association (TEBA) and Association grievance committee. This is an unprecedented number of grievances. We represented a teacher who was not getting paid for all her teaching experience and a teacher who was not properly accommodated when she returned from a medical leave. Teacher Welfare Committees (TWCs) are doing a great job of monitoring how the employers are interpreting the collective agreements. Enforcing collective agreements and ensuring teachers have the conditions that were negotiated strengthens the teaching profession.

## WORTH SHARING!

From 2008/09 to 2011/12, through the collective agreements, teachers received salary increases equal to the increase in the Alberta Average Weekly Wage (AAWE). For those four years teachers received the average increase of all Albertans. Imagine! Teachers receiving average increases of all Albertans. We have been paying for it ever since.

In the 6 years from 2012/13 to 2017/18 teacher salary grids have increase by 2.16 per cent. If teachers had received that 2.16 per cent in equal annual amounts including the effects of compounding (the compounded average growth rate or CAGR) it would have been .43 per cent per year. By the way, inflation (measured by the Consumer Price Index or CPI) over that time was 1.4 per cent per year.