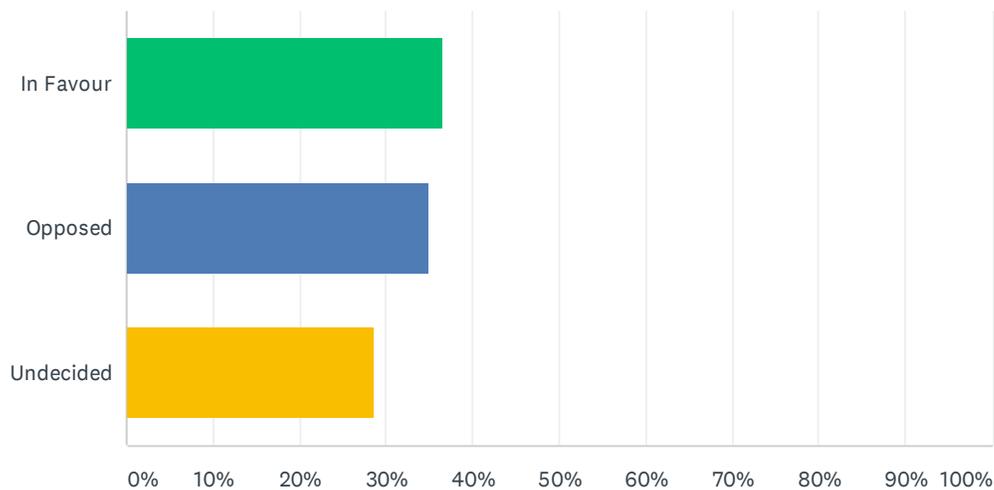


Q1 Recommendation 6 That By-Law 5.1 be amended to add the following:
 (g) To ensure a gender balance representative of the membership as a whole, at least five of the seven non-designated Member-at-Large positions be held by members who self-identify as women. Supporting statement: This change to By-law 5.1 would serve to ensure that, among the non-designated Member-at-Large positions on the Executive Committee, the gender balance would be more closely aligned with the percentage in the membership. For example, the percentage of members who identify as men among the general membership total is low, ranging from approximately 25% among more experienced teachers to approximately 19% among new teachers. However, over many years, the number of members in Executive Committee positions who identify as men has been comparatively much higher. See also Recommendation 12 which would ensure that the Annual General Meeting Standing Rules applying to the election are consistent with this proposed change.

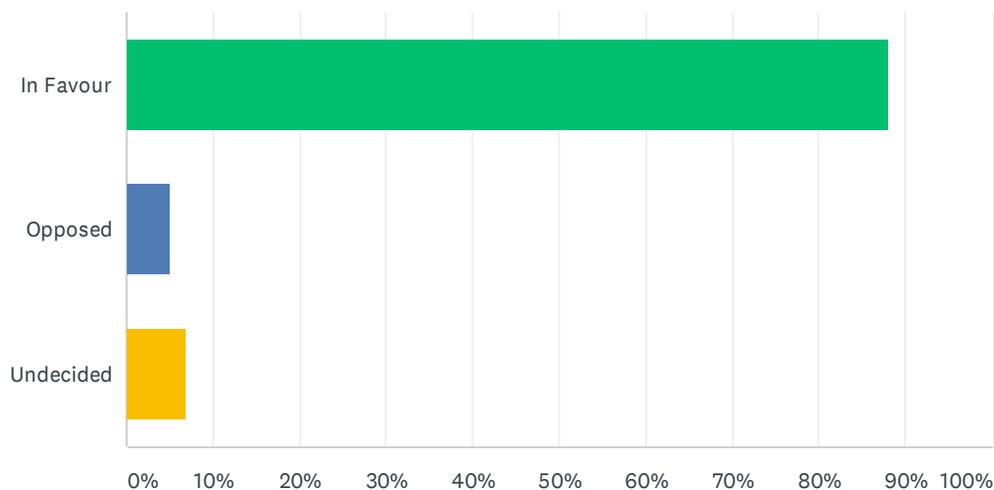
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ANSWER CHOICES	RESPONSES	
In Favour	36.54%	152
Opposed	34.86%	145
Undecided	28.61%	119
TOTAL		416

Q2 Resolution 112 - Kamloops Thompson That the BCTF work with its locals in a timely manner to identify and act on all instances where school districts are not using responsible recruitment/retention strategies; and to identify and act on instances where irresponsible and/or discriminatory recruitment strategies are contributing to the teacher shortage. Supporting Statement The issue of recruitment and retention remains a very serious one. Many school districts do not have enough teachers to cover available positions or to meet the demand for TTOCs needed to cover teachers' leaves. When absences and leaves are not covered, student learning suffers, and teachers' workload increases. An additional serious result of these shortages is that BCTF locals have difficulty conducting union business. When members cannot be released to attend to union business, or when release cannot be facilitated for other union leaves, the work and activism in locals is undermined. Locals need the support of the BCTF to pressure those districts who continue to under-hire into using more responsible recruitment and retention strategies. In our district, it is not uncommon to be short 20 or more TTOCs on any given day. The government, however, says the teacher shortage is not significant. Districts and the province need to be held accountable, or the situation is unlikely to change for affected locals.

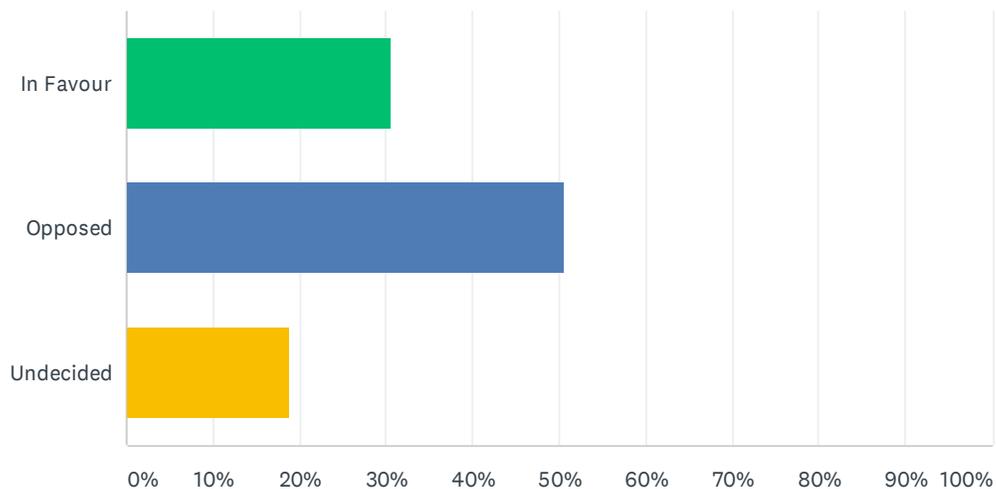
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ANSWER CHOICES	RESPONSES	
In Favour	88.09%	355
Opposed	4.96%	20
Undecided	6.95%	28
TOTAL	403	

Q3 Resolution 118 - Greater Victoria That the BCTF put a motion to the BCFED and the CLC to organize a 30-minute walk out of all workers for the next possible global climate strike. Supporting statement: Youth climate strikers have been an inspiration to so many around the world seeking to build a movement that can address our climate emergency. It is time for workers to step up and join them. The youth movement has called on adults to add their voices and actions to this movement. As Greta Thunberg noted at the COP25 meeting in Madrid, although the movement has grown, we are still emitting more GHGs than ever. This must change. Workers have a unique social power, we can down tools to create economic pressure. If we are serious about supporting the youth climate strike movement, we must do more than just offer resolutions. We must stop business as usual. We must be willing to take a risk to build escalating action. And the best way to do this is in a united, general action across industries and across BC and Canada. Let's have a conversation with our colleagues about how the labour movement can seriously join in the global climate strike movement and act now to ensure a livable planet for ourselves and our children and grandchildren.

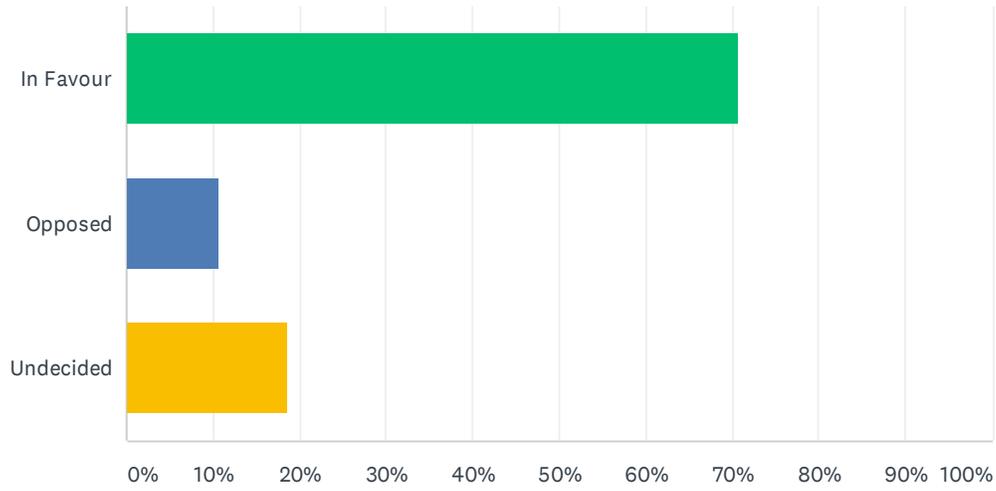
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ANSWER CHOICES	RESPONSES
In Favour	30.52% 123
Opposed	50.62% 204
Undecided	18.86% 76
TOTAL	403

Q4 Recommendation 25 That members refrain from marking the provincially mandated FSA, Numeracy, and Literacy assessments. Supporting statement: The new BC Literacy 10, Literacy 12, and Numeracy 10 Graduation assessments have been implemented by the Ministry of Education primarily to provide system-wide performance data. These Ministry-mandated assessments, as well as the FSAs, are of a largely summative nature and are not directly linked to current curriculum learning objectives. The assessments also fail to provide information that is useful for students, parents, and teachers, and they do not provide support for formative student learning. The following existing BCTF positions indicate that any involvement by BCTF members in such assessments should be discouraged. The recommendation above serves to clarify that this also includes the marking of such assessments. Policy 9.A.19 - That the BCTF is opposed to provincial Ministry-imposed assessments, and district-imposed assessments in the secondary grades. Policy 9.A.47 - That FSA or standardized test results not be used as goals or measures of success for school accreditation or any other school or district evaluation or accountability process. Policy 9.A.36 - We opposed the proliferation of mandated district-wide and provincial testing, including the Foundation Skills Assessment (FSA) and provincial exams, which take time away from teaching and learning and encourage misuses such as the Fraser Institute's ranking of schools. Results from these tests do not provide the resources necessary to improve public education and do not enhance learning for students.

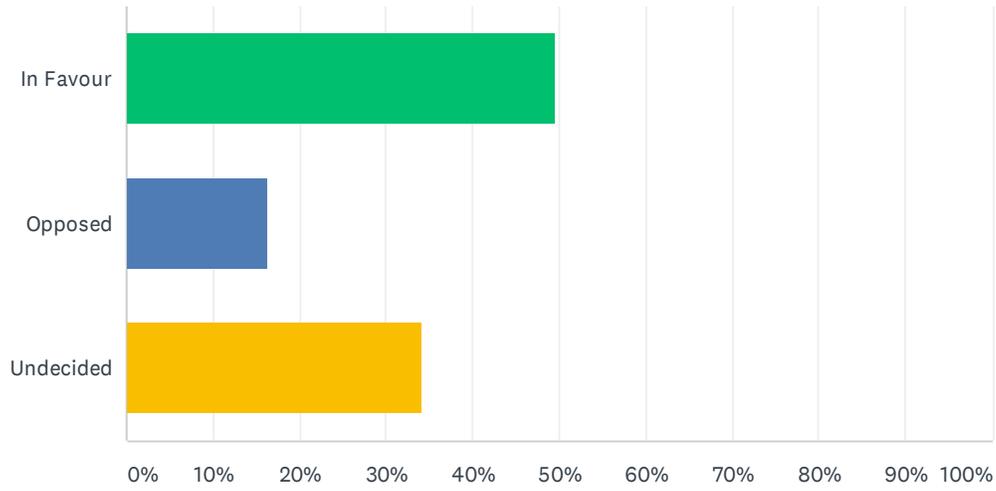
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ANSWER CHOICES	RESPONSES	
In Favour	70.65%	284
Opposed	10.70%	43
Undecided	18.66%	75
TOTAL		402

Q5 Recommendation 36 That the Executive Committee recommend to the Annual General Meeting: That for the 2020–21 membership year, the fee for those who are members under By-law 1.1(a) shall be 1.79% of the actual salary of the member, allocated as follows: 1.319% to the General Operating Fund 0.320% to the Collective Bargaining Defence Fund 0.074% to the Public Education Defence Fund 0.050% to the Provincial Bargaining Fund 0.027% to the W.R. Long International Solidarity Fund 0.000% to the Contingency Fund” Except that the fee for active members who are teachers teaching on call shall be 1.690%. Supporting Statement: The Executive Committee is recommending a status quo over fee of 1.79%, given the continued uncertainty in bargaining and contract implementation at the current time. The Public Education Defence Fund (PEDF) has been depleted, therefore the recommended change is to help rebuild the fund for future needs. The Collective Bargaining Defence Fund allocation is recommended to be reduced slightly to accommodate the increase funding to the PEDF. The TTOC fee is recommended to increase to 1.69%. TTOCs receive all services covered by this fee, the same as any other active member. The 2019-20 fund allocations are as follows: 1.319% to the General Operating Fund 0.340% to the Collective Bargaining Defence Fund 0.054% to the Public Education Defence Fund 0.050% to the Provincial Bargaining Fund 0.027% to the W.R. Long International Solidarity Fund 0.000% to the Contingency Fund” Except that the fee for active members who are teachers teaching on call shall be 1.59%.

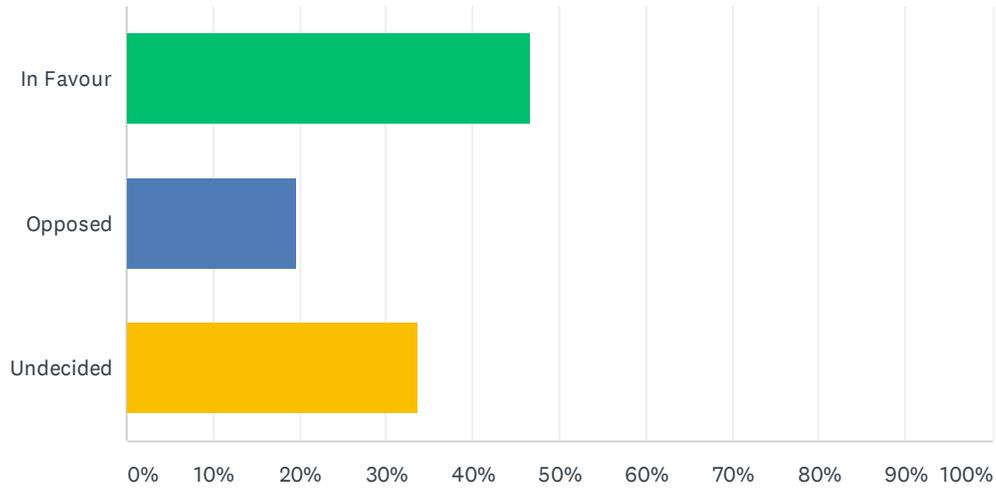
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ANSWER CHOICES	RESPONSES	
In Favour	49.49%	196
Opposed	16.41%	65
Undecided	34.09%	135
TOTAL		396

Q6 Recommendation 45 That for the 2020-21 membership year, each member eligible to participate in the Salary Indemnity Plan pay a fee for the operation of the Salary Indemnity Fund of 1.97% of the actual salary of a member. Supporting Statement The Salary Indemnity Fund (SIF) fee pays for the administration of the SIF's investments, the administration and payment of Salary Indemnity Plan (SIP) claims and the operation of the BCTF Health and Wellness Program. There are three sources of funding for the SIF. The first source is the fee which, for the current school year, is 1.87%. The second source is each participating employee's share of the Employment Insurance rebate. Because SIP provides benefits at least equal to or greater than Employment Insurance rebate. Service Canada provides all participating employers with a rebate for part of the employment insurance premiums they submit. The employers, pursuant to Article B.4 of the provincial collective agreement, submit the employee's share of the rebate directly to the SIF. The third source is the investment return on the assets of the SIF. On June 30, 2015, the SIF had a surplus (assets in excess of 130% of liabilities) of \$43.1 million. Since then the Executive Committee has recommended and the Annual General Meeting has passed fees designed to gradually reduce the surplus. On June 30, 2018, the SIF had a surplus of \$13.1 million. To further reduce the surplus in a steady manner, the fee was set at 1.87%, up to 0.15% from the previous year's fee of 1.72%, but well below the five-year average cost of the plan of 2.21%. On June 30, 2019, the surplus fell to \$7 million. The expectation is that at the June 30, 2020 valuation the 1.87% fee for 2019-20 will further reduce the surplus. The 2018-19 actuarial valuation of the SIF illustrated that over the past five years the SIF has cost 2.12% of salaries. The actuary recommended increasing the fee another 0.15% to 2.02% to bring the fee closer to the actual cost of the SIF. The BCTF Executive Committee, being mindful that there remains a surplus and having a desire to not increase or decrease the fee too quickly, recommends a fee of 1.97%

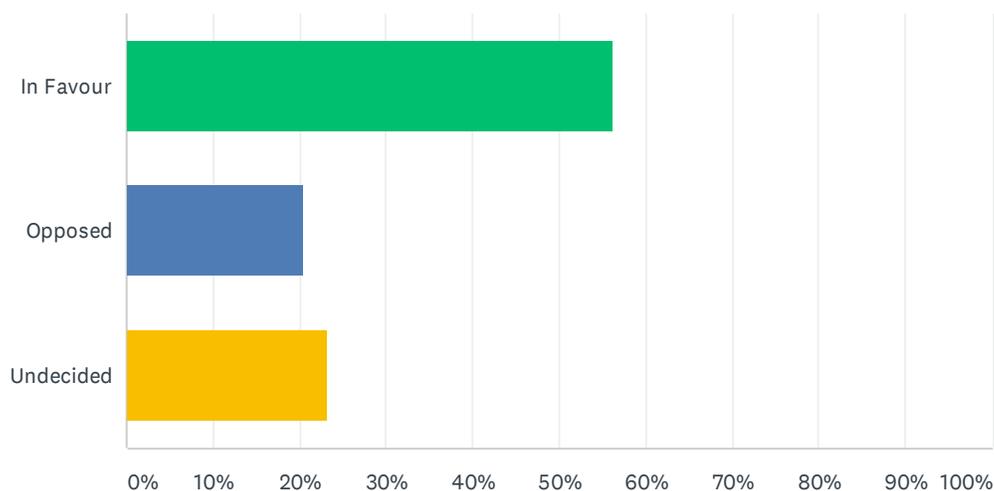
Answered: 383 Skipped: 36



ANSWER CHOICES	RESPONSES	
In Favour	46.74%	179
Opposed	19.58%	75
Undecided	33.68%	129
TOTAL		383

Q7 Resolution 172 - Vancouver Elementary That the Federation reps to the Teachers' Pension Board work with the Board's Trustees to divest from fossil fuel holdings. Supporting Statement:The science is clear that climate change presents an urgent crisis for humanity. Fossil fuel consumption significantly contributes to climate change and global warming. Immediate action is required to restructure our energy systems away from fossil fuels and toward clean energy. Research by engineers and economists show that such a transition is both technologically feasible and affordable. As a growing global movement, divestment creates new investment opportunities that will support this transition to a low carbon economy.Should we fail to address the climate crisis, today's youth will suffer the greatest consequences. A part of BC's core curriculum is Social Responsibility, in which we teacher our children and youth the importance of taking care of each other, our environment and the world. Moreover, as teachers, we are reminded of our moral duty to future generations. We believe that it is inconsistent with the Federation's core values of caring for our children and helping them to prepare for their future, while at the same time continuing to be invested in an industry that will drive our younger generations towards an unsustainable future.

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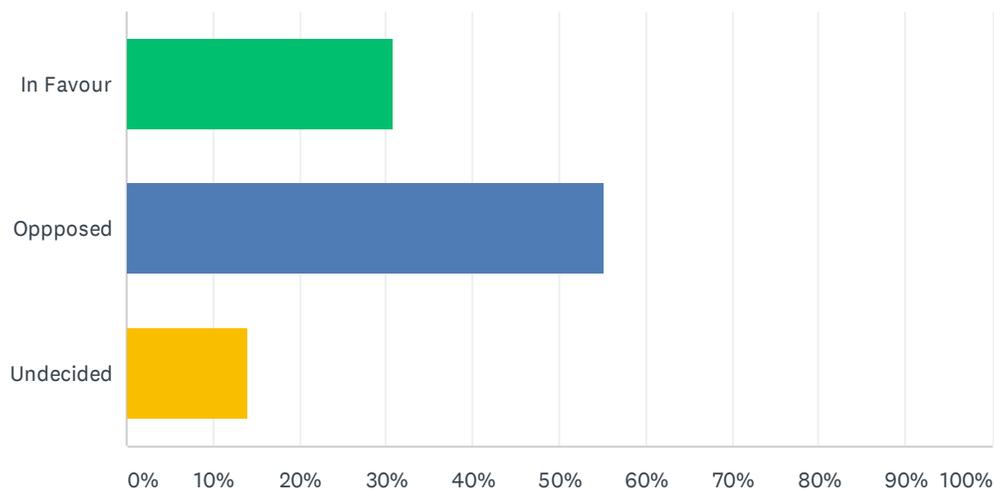


ANSWER CHOICES	RESPONSES	
In Favour	56.20%	213
Opposed	20.58%	78
Undecided	23.22%	88
TOTAL		379

Q8 RESOLUTION 178 - Surrey That the Federation support calls to lower the voting age to 16.
Supporting Statement We see youth marching today.

In WW1 and WWII, generation of young people went to fight at our collective request, and tens of thousands paid the ultimate sacrifice. But what thousands of them could not do was vote - the federal voting age was 21 until 1970. Similarly, now we are making decisions (or failing to) that have everything to do with the world these young people will be left with, yet we deny them a say. It is not right. It is another of piece of Canada's shameful legacy of denying and limiting the franchise. There is an emerging campaign by some young people to lower the voting age to 16. The Federation should support it. All of us have met plenty of independent-minded teens who are passionate and well-informed about politics and global issues, yet they are denied the franchise. And conversely, we have all met many older people who lack political knowledge and understanding, yet no one suggests this should deny them the right to vote. Who among us could watch as the Parkland students in the United States led the call for gun control, and not wonder - who in this picture should be making the laws? Who better than teachers to support this call?

Answered: 378 Skipped: 41



ANSWER CHOICES	RESPONSES	
In Favour	30.69%	116
Opposed	55.29%	209
Undecided	14.02%	53
TOTAL		378

