



The Antigua and Barbuda Union of Teachers

Conditions of Work and Salary Proposal

for the period 2005 to 2007

on behalf of teachers in the Public Sector of Antigua and Barbuda.

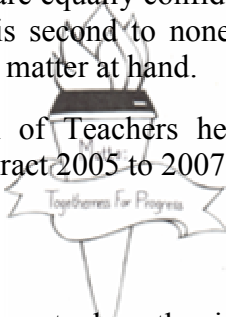
Conditions of Work

One of the main goals for Caribbean Governments is to improve the quality of Education that is offered to our children and young people. The importance of quality education and its positive impact on economics, health, social behaviour and the overall enhancement of the entire human being have been underscored by a host of studies. Teachers remain key to the delivery of high quality education.

The Antigua and Barbuda Union of Teachers is of the view that if the Teaching Profession is to attract and retain well motivated, highly trained and efficient individuals, then their terms and conditions of service must reflect a genuine willingness to advance the cause of the teacher. In this regard, the physical plant, and health and safety standards which are practiced locally must be in accordance with internationally accepted standards. The policies which govern our terms and conditions of service must reflect equity, respect for teachers' rights and a sense of foresight as to where the education system is advancing to.

We remain mindful that if the goals of education are to be realized, due regard must be given to the status of teachers. We are equally confident of the Governments' intention to ensure an Education System that is second to none. It is in this context that we look forward to working with you on the matter at hand.

The Antigua and Barbuda Union of Teachers hereby presents its proposal, as per conditions of work for the new contract 2005 to 2007.



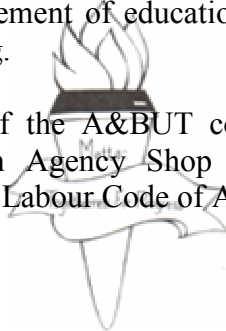
Objectives

- To create an environment where the rights of teachers are duly recognized.
- To establish a framework of operation where both the Government and the Teachers' Union can co-exist and carry out their respective duties in an atmosphere of mutual respect.
- To create a working environment that is safe, healthy and conducive to the learning process.
- To establish benefits that will serve as an incentive to those who work within the teaching profession.
- To establish a salary package and a suitable career path that will motivate and justly reward teachers for the services they offer.

Article 1

Union Rights

- a. The employer shall not penalize any employee solely because he/she is involved in the legitimate activity/activities organized by the union.
- b. The employer shall grant all Union officials admittance to any educational institution at reasonable times during normal working hours to investigate specific complaints and or for consultation with members of the Union provided that either verbal or written notice is given to the employer.
- c. The names of the Staff Representatives shall be provided to the Ministry of Education to ensure that said individuals are afforded their due respect on the school's compound.
- d. Upon request, the Ministry of Education shall submit to the Union any information that is considered necessary for the formulation of policy, for the effective management of educational policies and for the purpose of collective bargaining.
- e. All non-members of the A&BUT covered by this agreement shall be required to pay an Agency Shop Fee commensurate with the rate identified within the Labour Code of Antigua and Barbuda.



Article 2

Working Conditions

- a. The employer shall ensure that all schools and other educational facilities are fenced within one year of this agreement coming into effect; additionally twenty-four hour security shall be provided for all educational facilities.
- b. The employer shall ensure that there is a minimum of two daytime security officers provided to schools with a student roll of 300 or less and a minimum of three daytime security officers provided to schools with a student roll greater than 300.
- c. It shall be the responsibility of the employer to ensure that all security personnel be thoroughly screened and fit to perform the required duties. As such, security officers should undergo a period of training which will ensure the safety of the school environment and a reasonable, respectful relationship with students and staff members.
- d. All daytime security officers shall report to the Principal of the assigned educational facility.
- e. The employer shall provide on the school's compound, suitable drinking water facilities for the staff. Such facilities should be separate and distinct from those provided in washrooms and at standpipes.
- f. The employer shall provide adequate seating accommodation for all students and teachers.
- g. The employer shall assign personnel in the appropriate area to carry out health and structural inspections on all educational facilities. The said inspection shall be done twice per term or at the request of the Principal of the institution. Copies of the report(s) shall be made available to the Ministry of Education, the inspected institution and The Antigua and Barbuda Union of Teachers.
- h. The employer shall provide accommodation at each educational institution for employees and students who may become sick.
- i. The employer shall provide a qualified nurse or health professional on site at each educational institution.

Article 3

Benefits

a. Compassionate Leave:

An officer shall be granted Compassionate Leave of three working days on-island or eight working days off-island to attend to urgent private affairs, relating to the death of a relative namely parent, spouse, child, sibling, guardian or ward.

b. Paternity Leave:

- i. A male officer shall be eligible for Paternity Leave of five working days at or about the time his spouse gives birth.
- ii. For the purpose of this agreement the term spouse used above includes married and common-law relationships.

c. Sabbatical Leave:

- i. An officer shall be applicable for Sabbatical Leave after having served a minimum of ten consecutive years in the first instance.
- ii. Officers are again entitled for Sabbatical Leave every seven years thereafter.
- iii. The duration of Sabbatical Leave is one term.
- iv. Sabbatical Leave will be awarded for purposes of training, professional development, research, and any other reason deemed appropriate by the body approving the Leave.
- v. A committee comprised of representatives of the Ministry of Education and the Antigua & Barbuda Union of Teachers will be responsible for recommending the names of officers to be awarded Sabbatical Leave.
- vi. Officers awarded Sabbatical Leave will submit a report to the Committee at the end of the period awarded.
- vii. The Sabbatical Leave Committee will continuously review the Leave provision on the basis of action research.

d. Health/Medical Coverage:

The employer shall provide Medical Insurance for all teachers. Such medical coverage shall include a major medical provision not less than \$300 000.00. Provision shall also be made for dental and vision coverage.

e. Allowances:

- i. A Traveling Allowance of one hundred fifty dollars (\$150.00) shall be paid to Deputy Principals on a monthly basis.
- ii. A Telephone Allowance of one hundred dollars (\$100.00) shall be paid to Principals and Deputy Principals on a monthly basis.

f. Duty Free Concessions:

- i. Principals, Deputy Principals and all Teachers who have served for a period not less than ten consecutive years shall be eligible for duty free concessions on a motor vehicle. Eligibility is again applicable every six years after reception.
- ii. All teachers who are first time homeowners shall be eligible for Duty Free concession on building material, appliances and furniture.
- iii. All teachers shall be given priority on the purchase of available government lands, and on request, be granted a waiver of the down payment on such lands.

g. Voluntary Retirement

That teachers should have the choice of retiring after twenty (20) years of service and receive a gratuity but no Pension. Gratuity to be calculated at 100% of the aggregate of the last three (3) annual salaries.



Article 4

Salaries

- a. The employees shall forgo a wage increase for the first year of the contract.
- b. Notwithstanding the above, the employer shall agree to negotiate and reach settlement on a proposal from the A&BUT for a reclassification of the teaching service within the first year of the contract.

Article 5

Duration of Agreement

This agreement (except where otherwise specified) is deemed to have come into effect on the 1st day of January 2005 and will remain in force until the 31st day of December 2007 or until such time that a new agreement comes into force.

