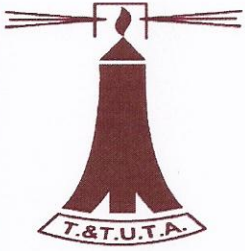


TTUTA UPDATE

Increase in Ordinary Membership Dues



After two (2) years and ten (10) months of negotiations, since March 2010, and the massive support and resolve of teachers, a settlement was reached between TTUTA and the Chief Personnel

Officer (CPO) on new salaries for teachers for the period October 01, 2008 to September 30, 2011. This agreement was formally signed on December 21, 2012.

It is expected that new salaries would be paid in March 2013 and it is projected that arrears could be paid from May or June 2013.

Since 2005, TTUTA's Constitution at Appendix V, Clause 17 reads as follows:

Membership dues shall be fixed at 1% of the minimum base salary applicable to Grade 3 of the Teaching Service Pay Scale in the final year of the Collective Agreement rounded off to the nearest five (5) dollars.

On January 12, 2013, the 33rd Annual Conference of Delegates met in reconvened session (based on a motion passed by the said Conference on October 28, 2012). It noted that, in accordance with TTUTA's Constitution, ordinary membership monthly dues shall be fixed at \$85 with effect from October 01, 2010, given the new minimum base salary at Grade 3 (final year) of \$8,627.

Further the Reconvened 33rd Annual Conference of Delegates decided as follows:

1. The new monthly dues of \$85 should be collected by salary deduction with effect from the first receipt of the new salaries by teachers at the end of March 2013;
2. The arrears of dues for members of a maximum of \$145 (i.e. \$5 per month from October 2010 to February 2013) or other applicable sum shall be collected by salary deduction in one (1) lump sum from the first receipt of the new salaries by teachers at the end of March 2013;

3. The necessary instructions to give effect to these deductions of the new dues and the arrears will be given by the Association to the Ministry of Education (MOE), the Division of Education, Youth Affairs and Sport (DEYAS) of the Tobago House of Assembly (THA) and other relevant Ministries/Bodies;

4. Those members who pay their monthly dues by means other than salary deductions should arrange to have the new dues of \$85 paid with effect from March 2013 and also arrange to pay in one (1) lump sum the relevant arrears from October 2010 or other later applicable date.

Members who have retired since October 2010 or who would have retired by March 2013 are asked to arrange for the payment to the Association of the relevant arrears of membership dues.

It must be noted that membership dues are the principal source of income for the Association. The services provided to the membership by TTUTA are funded mainly through membership dues. These services include:

- i. Negotiation of salaries and other terms and conditions of service for teachers;
- ii. Handling and resolution of individual and school grievances and other issues;
- iii. Provision of legal representation to aggrieved members;
- iv. Representation and promotion of teachers' interests at the level of the CPO, MOE, DEYAS and elsewhere;
- v. Provision of professional development programmes and workshops in schools and on a national basis;
- vi. National public advocacy and media campaigns on education policy positions and on issues relating to teachers and education;
- vii. Training in Industrial Relations, Grievance Handling, Health and Safety and Leadership for members, Staff Representatives and District Officials;

- viii. Staging of District Conventions;
- ix. Organization of various TTUTA sporting and social activities including Sports and Family Day, Tobago Teachers Get-Together, Anniversary Celebrations and Inter-District Sporting Competitions;
- x. Provision of the Frank B. Seepersad Teacher of the Year Award, the Urich Loutoo Bursaries at UWI for children of TTUTA members and the Mc Kensley Nathasingh Awards for TTUTA members at the Cipriani College of Labour and Cooperative Studies;
- xi. Facilitation of UNIMED services for teachers;

- xii. Establishment and staffing of three (3) main TTUTA Offices at Curepe, San Fernando and Scarborough and five (5) District Offices;

and many more services.

TTUTA is built and thrives on your support and solidarity. Defend and promote education and teachers' interest! To your TTUTA be true!

UNITED, RESOLUTE AND GROWING...



PETER WILSON
GENERAL SECRETARY

January 28, 2013