

ST. LUCIA TEACHERS' UNION

20TH BIENNIAL CONVENTION



BEANEFIELD SECONDARY SCHOOL

APRIL 12, 2018

Biennial Report

March 2016 - April 2018

Biennial Report April 2016 – March 2018

The St. Lucia Teachers' Union (SLTU) is pleased to host its 20th Biennial Convention. We thank the Vieux Fort Branch for being the host of this convention. In a special way, the SLTU also extends gratitude to the Management of the Beanfield Secondary School for allowing us to use this venue.

The Biennial Convention is the highest decision making body within the structure of the SLTU. According to the Constitution, the Biennial Convention provides the direction for the organization for the next two years. The Biennial Convention must therefore deliberate carefully on the reports of the standing committees and make the necessary recommendations that will help to strengthen the organization.

This Biennial Convention is being held amidst a difficult period for our members. Our members deal with an education system that has not had clear leadership and direction for some time now. Some of the gains made to advance education in St. Lucia is now under review. School conditions are deteriorating and the SLTU has to fight vigorously to ensure that some routine maintenance take place. The resources being allocated to the Education system is minimal. It suggests to us that the Ministry of Education expects that school become self-sustaining. We must therefore safeguard ourselves from this ideology.

Additionally, schools continue to be bombarded with new issues adding to teachers stress and burn out. The introduction of SBA's for Mathematics and English CXC Examinations have rejuvenated discussions on the marking of CXC SBA's. Regional and international pressures on education also impact our teachers, while there seem to be no support mechanisms in schools to help teachers cope.

Notwithstanding, the SLTU continues to champion the plight of members. As you will see in this report, the SLTU led the way and in some cases had to exercise its trade union firmness to ensure that members' rights were not compromised. The SLTU also actively engaged in introspection during this Biennium. This is to ensure that the SLTU remains focused as it engages in strategic planning to guide the organization for the next five (5) years.

It is fitting to note that this Biennial Convention is being held the SLTU is preparing to engage in negotiations with the Government of St. Lucia. This negotiation period will be a historic one for

Biennial Report April 2016 – March 2018

the SLTU as this is the first time that the SLTU will be negotiating for three collective agreements. The Biennial Convention also has an opportunity to guide the executive in that regard.

This report will assess the period April 2016 to March 2018. A report was presented to the Annual General Meeting in April 2017 on the work of the SLTU during the first half of the biennium. Therefore, some aspects of the report will be featured in order to provide necessary updates while more emphasis will be placed on the latter part of the biennium.

Organization

The SLTU thanks members for volunteering their time and talents to serve the organization. Their contribution has helped to keep the SLTU vibrant and strong. As at the end of the Biennium April 2016 – March 2018, the following persons formed the National Executive:

President	Julian Monrose
First Vice President	John Estephane
Second Vice President	Chantal Peter
General Secretary	Don Howell
Deputy General Secretary	Utilda Joseph
Treasurer	Peter Louisy
Public Relations Officer	Vern Charles

During the Biennium, the SLTU received a resignation from Ms. Cheryl Anderson who began the biennium as Public Relations Officer. As reported to the National General Meeting of April 2017, upon the request of the Elections Commission, General Council Appointed Sis. Vern Charles to serve as PRO. The SLTU also received a resignation from Mr. Randie Charmon who started the biennium as the Second Vice President. The matter was referred to the Elections Commissions who requested that General Council appoint a Second Vice President. General Council appointed Ms. Chantal Peter.

The SLTU wishes Bro. Charmon and Sis. Anderson well in their future endeavors.

Biennial Report April 2016 – March 2018

As at the end of the biennium the following persons served as Branch Representatives:

Gros Islet	Troy Nestor
Babonneau	Magarita McFarlene
Castries	Lorraine Francois
Dennerly	Simmons Jules
Micoud	Timothia Stanislaus
Vieux Fort	Mayne Poleon
Laborie	Sylvie Edward
Choiseul	Dahlia Nuptial
Soufriere	Chrisentia Combie
Canaries	Maisie Jn Baptiste
Anse La Raye	Anne Giffard Elcock
SALCC	Andy Daniel

The organization has two trustees namely:

Bro. Mark Thomas and Bro. Bartholomew Eugene. Constitutionally, they serve on the Finance Committee.

SLTU Secretariat

During the biennium, the SLTU engaged in an examination of its operation in an effort to restructure its secretariat to allow for greater efficiencies. For this reason, Ms. Kirlyn George was appointed as the SLTU's Insurance Clerk.

The SLTU also used this biennium to engage in some major introspection of its operations. Coming out of this the SLTU saw the need to prepare a five (5) year Strategic Plan, Operations Manual and a Policy Manual. The SLTU also conducted a comprehensive job analysis to ensure that the restructuring of the SLTU Office supports our strategic objectives. The work required to establish those documents and to undertake the necessary research in a timely manner required the SLTU to have an individual working fulltime on this project. For this reason, Dr. Virginia Albert Poyotte was contracted by the SLTU until April 2018 to undertake this project. It is our hope that this

Biennial Report April 2016 – March 2018

Biennial Convention can take decisions regarding the Strategic Plan. The SLTU thanks Dr. Poyotte for her work in developing those documents.

The SLTU placed a hold on permanently employing a full time person to fill the position of Receptionist / Office Clerk until the completion of the Job Evaluation. In the meantime, the SLTU has employed Ms. Felix on a month to month status until the SLTU is ready to make a decision on the position.

The present staff compliment of the SLTU are:

Pauletta Isidore	Administrative Assistant
Eumalia Eugene	Insurance Coordinator
Kirlyn George	Insurance Clerk
Ms. Magdaline Felix	Receptionist (On Month to Month Employment)
Fevria Evans	House Keeping
Walter Louisy	Grounds Man
Dr. Virginia Albert Poyotte	Industrial Relations Consultant (Up to April 2018)

In October 2016, Bro Don Howell was no longer an employee of the SLTU. Bro. Howell was appointed as Vice Principal of St. Mary's College. The SLTU, ensured that its services to members were not interrupted during this transition period.

SLTU thanks its staff for their continued dedication to the organization.

Standing Committees

The SLTU thanks the members who served on our Standing Committees. Their contribution to the organization is invaluable. The following are our Standing Committees and their Chair Persons:

Education Committee	-	John Estephane
Sports, Social and Cultural Committee	-	Chantal Peter

Biennial Report April 2016 – March 2018

Finance and Fund Raising Committee -	Peter Louisy
Public Relations Committee -	Vern Charles
Health and Wellness Committee -	Lea St. Helen Phulgence
Women’s Committee -	Vern Charles

Other SLTU Committees

CUT Affairs Committee -	Don Howell
Members’ Benefits Committee -	Utilda Joseph

SLTU Membership

The SLTU is cognizant that its membership has remained constant for the last few years. One of the concerns of the SLTU has always been the decline in the school enrollment. This will inevitably affect the number of teachers in the system. In addition, the number of teachers who retire annually is increasing. Therefore the SLTU must ensure that it maintains a certain level of membership in schools. For this reason the organization has started a membership audit and will adopt a targeted approach to mobilize full membership at schools.

In its thrust to build the membership base of the organization the SLTU has ventured to other sectors within the Education system to gain membership. In so doing, the SLTU was able to obtain the bargaining rights to represent the Government Day Care Workers. The SLTU has also started the process to gain the bargaining rights for employees of the Tapion Private School.

As at December 31, 2017, SLTU membership stood at 1984.

Biennial Report April 2016 – March 2018

Insurance

The SLTU continues to partner with Sagicor to provide members and their dependents with medical coverage. As highlighted in the analysis of the performance of the plan, the loss ratio for vision continues to be high. The overall performance of the plan is an indication that the plan is being fully utilized by members. The Analysis of the Group Medical Plan is as follows:

- **Membership for the period May 01, 2017 to April 30, 2018**

NUMBER OF EMPLOYEES	1085
NUMBER OF DEPENDENTS	681

The number of employees on the plan has remained constant over the last review period. The number of dependents have decreased.

- **Group Life Claims Experience for the period May 01 , 2017 to April 30, 2018**

PERIOD	BILLED	INCURRED	LOSS RATIO
May 01, 2016 to April 2017	\$61 600.50	\$15 000.00	24%
May 01, 2017 to April 30, 2018*	\$59 701	\$0.00	0%

*Projected

Biennial Report April 2016 – March 2018

- **Group Health Claims Experience for the Period for the period May 01, 2015 to April 30, 2018**

Period	Billed Premiums	Incurred Claims	Loss Ratio
May 01, 2015 to April 30, 2016	\$2,073,486.62	\$1,333,113.46	64%
May 01, 2016 to April 30, 2017	\$2,072,064.01	\$1,476,013.29	70%
May 01, 2017 to April 30, 2018*	\$2,038,719.66	\$1,885,926.56	93%

*Projected

- **Group Health Claims Experience by Product (Projected)**

PRODUCT	BILLED PREMIUMS	PAID CLAIMS	LOSS RATIO
MEDICAL	\$1,631,504.42	\$1,488,107.82	91%
DENTAL	\$187,171.85	\$158,649.78	85%
VISION	\$220,043.39	\$239,168.96	109%
HEALTH TOTAL	\$2,038,719.66	\$1,885,926.56	93%

Biennial Report April 2016 – March 2018

Grievances

During the biennium the SLTU rigorously represented members' grievances. It was an active and difficult period but the SLTU was able to achieve much success in representing members. During the period a number of individual grievances were dealt with. Some of the issues included: Vacation Leave and Maternity Leave, Upgrades, Interpersonal Conflicts, Unfair treatment by Principals, appraisals and matters with the Ministry of Education. There were some cases which reached the Teaching Service Commission in which the SLTU had to stand with members.

The major challenge for schools remain that of infrastructure. The SLTU had to take a firm position in many instances as it relates to the structure of schools. Notwithstanding, during the first half of the biennium the SLTU reported on the following schools with structural issues:

1. Mon Repos Day Care Centre

The Centre is currently under renovation. To facilitate this the Centre was relocated to the Mon Repos Community Centre. The SLTU also had to intervene to ensure that the facilities at the Community Centre provided a safe working environment for the students and staff. We await the completion of the Day Care Centre.

2. Sir Arthur Lewis Community College (SALCC)

It was reported that the Division of Teacher Education had to be relocated to the facilities of the previous George Charles Secondary School and that the SLTU had given the management timelines in which to treat mold on the remainder of the compound. Subsequently, the SLTU met with the management of the school and a schedule was presented for routine maintenance. At that point in time there was some progress. The SLTU continued to monitor the situation through the staff association.

3. Gordon and Walcott Methodist School

After the passage of Hurricane Tomas, the wall at the back of the school was destroyed. The wall served as a fence to the back of the school and provided a level of control on access into the

Biennial Report April 2016 – March 2018

school compound. Through the intervention of the SLTU a temporary structure was erected to serve as fencing for the back of the school.

General repairs on the school had to be undertaken under a Caribbean Development Bank (CDB) project. To date the Ministry of Education is unable to give a progress report on this matter.

4. Choiseul Secondary

The SLTU is pleased to report on the construction of a new facility at the Choiseul Secondary school during this biennium. This comes after much agitation and struggle by the SLTU and the members of staff of the Choiseul Secondary School. The SLTU applauds them for their commitment. While the construction is ongoing sections of the school is being housed in temporary structures and nearby NSDC Buildings. The SLTU looks forward to the completion of this project.

5. Dennery Infant School

The SLTU is also pleased to report that a new facility has been completed for the Dennery Infant School during this biennium. The school has been relocated to the new facility.

6. Babonneau Secondary

The SLTU reported that some remedial works were done at the Babonneau Secondary School with regards to their electrical issues. Notwithstanding, the structural issues at the school was still ongoing. The SLTU continues to place the school high on its agenda with the Ministry of Education.

7. Castries Comprehensive Secondary School

As indicated in the National report for the Annual General Meeting, the Ministry of Education had informed the SLTU that it was working on a loan to address the structural issues at the Castries Comprehensive Secondary School. To date, the Ministry has not provided a definitive response as to the status of the loan.

Biennial Report April 2016 – March 2018

In the meantime, the school continues to face structural issues some of which impact on the health and safety of teachers. During the first part of the biennium some remedial works were completed on the roof and ceiling of the science block. This did not solve the problem of the leaks in the roof. Therefore, the SLTU continued its agitation and a more comprehensive job commenced on the roof of the school. It is our hope that the work done will rectify the problems faced with the roof of the school.

The SLTU also had to demand that proper accommodations be made for the staff of the school. There were some major health and safety concerns with the staff room. The staff were therefore relocated until all the remedial works were completed in the staff room. The SLTU thanks the staff for their resilience and their united efforts to ensure that these demands are met.

8. Augier Combined

During the first part of the biennium, the SLTU had to intervene in a long standing issue regarding the stench created by a nearby farm. This issue was one which had been previously dealt with by the SLTU but it resurfaced. Upon investigation, the SLTU was able to determine that a lack of monitoring and supervision by the Ministry of Agriculture and Invest St. Lucia caused the problem to resurface. SLTU took the position that the school and the farm cannot coexist. The SLTU remained steadfast in its position and eventually some classes at the school were temporarily relocated to allow Invest St. Lucia to relocate all the farms. The school has returned to some state of normalcy.

The school also had some other structural issues including what appeared to be mold. Immediately following the farm situation some deep cleaning was done. Notwithstanding, the issues still existed at school. This warranted the relocation of some classes. The SLTU remains steadfast to ensure that all the issues at the Augier Combined School are rectified.

9. Carmen Rene Memorial School

The structural issues at the Carmen Rene Memorial School remains a concern for the SLTU. The roof in one section of the school is leaking and there are also electrical problems. The SLTU has

Biennial Report April 2016 – March 2018

written to the Ministry of Education on this matter. We are aware that some temporary measures were put in place, hence the SLTU continues to engage the Ministry of Education on this matter.

During the Biennium and more so the second half of the biennium, the SLTU had to make representation to the Ministry of Education regarding structural issues at the following schools:

1. Plain View Combined School

The termite issue in the ceiling of the school was extensive. Through the intervention of the SLTU some of the issues were dealt with. The ceiling in the wooden block was replaced with some termite resistant material. The SLTU is grateful for this development but continues to appeal to the authorities to ensure that all of their termite issues are dealt with.

2. Vieux Fort Infant

The SLTU intervened to have some electrical issues at the Vieux Fort Infant School addressed. The SLTU was immediately engaged on the matter. The Ministry of Education suspended school to allow for the electrical works to be undertaken. The SLTU thanks the staff for united efforts.

3. Vieux Fort Primary School

The SLTU had to intervene to get the Ministry of Education to act on some structural issues at the Vieux Fort Primary School. The SLTU applauds the efforts of the staff of the school as they remained resolute in their position on their issues. A section of the school was relocated and accommodations had to be made for them. The SLTU is monitoring the progress on this matter.

4. Grand Riviere Secondary School

This school for some time had been suffering with road access issues when it rains. As a temporary measure some quarry waste was used to mitigate the problem. However, a more holistic approach to dealing with the issue has to be employed as the problem keeps reoccurring.

The school also had some major electrical problems on its administrative block. There was also an issue with flees on that block. The Ministry of Education did some work to alleviate some of

Biennial Report April 2016 – March 2018

the issues. The block is now back in use and the SLTU continues to engage the Ministry on this matter.

5. Monchy Combined School

The septic tank and toilet issues at the Monchy Combined School has resurfaced. Certainly, the measures taken by the Ministry of Education was not sustainable. Therefore, the SLTU has already began to agitate on this matter with the Ministry of Education.

6. Anglican Infant School

The Anglican Infant School had a major mold problem in some of its classrooms. The SLTU intervened and some work was done at the school to address the matter. Notwithstanding, the SLTU will continue monitoring the situation as the thrust is to ensure that the problem is completely eradicated.

7. Anglican Primary School

The Anglican Primary School faces some major structural challenges including inadequate toilet facilities. While some work was done to support a structure holding up a water tank, some major works must be done on the main structure of the school. The SLTU has written to the Ministry of Education about the matter. We have also raised it during a meeting with the Ministry of Education. The SLTU will maintain the necessary pressure to ensure that this matter is addressed at the soonest possible time.

8. Micoud Secondary School

The Micoud Secondary School faced a number of challenges at the beginning of the academic year 2017 – 2018. No repairs were done on the school. The school had structures that were not fit for human inhabitation. Additionally, the school had septic tank issues which had become unbearable.

Biennial Report April 2016 – March 2018

The SLTU exercised its trade union rights on this matter as many of the issues at the school had been previously raised with the Ministry of Education. Classes had to be suspended and some meetings were convened with the Ministry of Education including a meeting with the Minister of Education. Clear timelines were given as to the immediate works to be undertaken in order to resume school. A wooden block at the school had to be demolished and some rooms like the Home Economics room had to be refurbished. Accommodations had to be made to house some classes and some toilet facilities had to be renovated.

The SLTU thanks the Shop Stewards and the Staff of the school for their resilience during this difficult period. The SLTU remains vigilant on this matter as short term measures were put in place for the school. There are some long term measures that must be executed by the Ministry of Education including the construction of a new block for the school.

St. Mary's College

The SLTU had to represent its members at St. Mary's College who felt that the school's Board of Management had been over extending its authority at the school. Teachers felt that they were uncomfortable in the work environment. Additionally, the staff had received news that the school was without a Principal or a Vice Principal and the Board had some measure of responsibility for this situation.

The SLTU raised concerns with the Ministry of Education about the involvement of the Board in the school affairs. The Ministry met with the staff of the school to clarify the various issues experienced by the staff. The SLTU applauds the staff of St. Mary's College for their resilience during their time of struggle.

Ministry of Education

At its Annual General Meeting the SLTU reported having a good working relationship with the Ministry of Education and hoped for continued good relations and collaboration. The SLTU also reported that Ms. Esther Brathwaite who served as Permanent Secretary in the Ministry of Education had proceeded on retirement. The SLTU wishes her well in her future endeavors.

Biennial Report April 2016 – March 2018

The SLTU also reported that a new Minister of Education was installed during the early part of the biennium. The new Minister of Education is Dr. Gale Rigobert. The SLTU met with the Minister to discuss some of our outstanding matters and to obtain from the Minister her plans for the Ministry. One of the keys issues highlighted was the transition being done at the SALCC. The SLTU lamented the need for a national discussion on the matter.

Merger of George Charles and Jon Odlum Secondary School

Very early in the biennium the SLTU had to engage the Ministry of Education on the matters regarding the relocation of the George Charles Secondary School to the compound of the Jon Odlum Secondary School. SLTU requested that a technical committee be set up to deal with the logistics of the relocation. The mandate of the committee was to make recommendations to the Minister of Education regarding:

- Timetabling for the two schools
- Developing a plan of action for the smooth reopening of the two schools
- Providing support to the staff of the two schools for the academic year 2016 - 2017.

The SLTU's position on the matter was that no merger of the schools will take place without the necessary consultation and engagement.

The schools coexisted well during the academic year and the Ministry of Education began consultation and engagement on merging the two schools. The two schools were then disestablished which gave birth to the Stanley Jon Odlum Secondary School.

Mathematics Symposium

The SLTU was also part of the planning committee for the Ministry's Mathematics symposium. The symposium was held in February 2016. The feedback received suggests that the symposium was informative and provided some meaningful feedback for future planning of Mathematics instruction.

Biennial Report April 2016 – March 2018

School Security

During the biennium, there were a number of break in's, injury is to security personnel and other incidents which warranted the SLTU to make another appeal to the Ministry of Education for proper security at schools. The SLTU met with the Minister of Education and lamented the following:

- For a needs assessment of schools to determine each school's security needs. This would include fencing and the number of security officers. Security of schools should not be a one size fits all.
- Conduct training for present security personnel
- Have background checks on security officers being hired.
- Enhancement of security at SALCC.

Administrative Support for Primary Schools

The Government decided to end the NICE Program. One of the implications of the dismantling of the NICE Program was the removal of administrative support personnel employed under the NICE Program in schools. The SLTU wrote to the Minister of Education reminding her of the need to honour the Collective Agreement by ensuring that the Ministry of Education provides Administrative support to Primary Schools.

This issue was further escalated when the SLTU met with the National Principal's Association (NPA) to further discuss the issue with Principals. Subsequently, the SLTU and the NPA sent a joint letter to the Ministry of Education reiterating the need for Administrative Support for Primary Schools. The letter also addressed security concerns, health and safety and the need to engage Principals when making major decisions in Education.

Biennial Report April 2016 – March 2018

In response, the Minister of Education had indicated to the SLTU that her Ministry was actively seeking funding to provide Administrative Assistance to Primary Schools. To date the SLTU does not have a progress report from the Ministry of Education regarding this matter.

School Repairs

The SLTU continued to engage the Ministry of Education on school repairs. The SLTU is concerned that routine maintenance is not being done at schools and hence issues are allowed to fester until it becomes unbearable. The SLTU also received reports from the Ministry of Education on loan initiatives aimed at acquiring funds to rehabilitate schools especially those schools that were left out of the Basic Education Enhancement Project (BEEP). Notwithstanding, the SLTU remains concerned about the progress of these loans because up until our last meeting with the Ministry of Education, the SLTU was not given a clear way forward on this matter. In addition, the Ministry of Education to date, has not provided the SLTU with a definitive plan of action to address the myriad of structural issues existing at schools.

Other Matters Discussed with the Ministry of Education

During the period under review the SLTU held meetings with the Ministry of Education and the following matters were discussed.

1. Centre of Excellence

The SLTU engaged the Ministry of Education on the Centre of Excellence initiative. Initially, the Ministry indicated that it was still putting the concept together. The SLTU cautioned the Ministry of Education about making pronouncements on Centres of Excellence without having a clear perspective on what the initiative is all about. Subsequently, the SLTU received a presentation from Ms. Kentillia Louis, the Ministry's point person on Centre of Excellence. It was made clear to the SLTU that the Centres of Excellence is in its discussion and consultation phase and is yet to

Biennial Report April 2016 – March 2018

be finalized. The Ministry did indicate however, that it was more advanced in the discussion regarding the Centre of Excellence for the Arts.

2. Teacher Education Program

The traditional Teacher Education program was stopped for the academic year 2017 – 2018. The Ministry of Education had indicated that this was to allow them and the Division of Teacher Education at the Sir Arthur Lewis Community College to review the program. Notwithstanding, a Home Economics program was done because according to the Ministry there was a great need for it in the system. The SLTU is not aware of the research information that the Ministry has to substantiate their decision. The Ministry did not give a timeline for the implementation of a revamped Teacher Education Program.

3. Post-Secondary Program

The staff at this school is unsure of their status as they are appointed to one school yet teach at another. The SLTU has demanded that the Ministry of Education rectifies this matter. The SLTU also wants the Ministry of Education to highlight its future plans for the school.

4. Ciceron Secondary School

The teachers at this school are not comfortable as there are threats being made to them from people in the community. Additionally, there have been incidents at the school that has raised security concerns. The SLTU has requested a meeting with the police, staff of the school and Ministry of Education to discuss this matter.

5. Salary Slips

The SLTU raised concerns with the Ministry of Education regarding making salary slips available to teachers. The Ministry informed the SLTU that an email was sent from the Accountant General's Department stating that teachers can access their salary slips online. The SLTU has requested an email be sent to schools informing them of same. However, salary slips will be printed when requested.

Biennial Report April 2016 – March 2018

The SLTU will continue to engage the Ministry of Education as we must continue to agitate for an improved education system. The SLTU has been concerned about the direction that the Ministry of Education is heading. Notwithstanding, the SLTU will continue to raise the pertinent issues and to seek resolution to the issues that plague the system.

Sir Arthur Lewis Community College (SALCC)

College Transformation

At the beginning of the biennium the Sir Arthur Lewis Community College (SALCC) announced that it was in transformation mode from a Community College and to a University College. The Principal of the College Dr. Olivia Saunders engaged stakeholders including the SLTU on the transformation process and the structures that would exist at the College once it becomes a University College. SLTU was invited to have nominees of committees dealing with the transformation. Sis. Utilda Joseph and Sis. Virginia Albert Poyotte represented the SLTU on the transformation committee.

To date the transformation of the College has been inadvertently placed on hold as funding for the initiative was not forthcoming.

Meeting with the Minister of Education

The SLTU felt the need to convene a meeting with Minister of Education and the lecturers at the SALCC because we were unhappy with how the school was being managed. This meeting was held in March 2017. In so doing, the Minister of Education would get an opportunity to hear directly from the lecturers their issues and concerns. The Principal and the Board of Directors of the College were also present. The Minister got an opportunity to get first-hand information

Biennial Report April 2016 – March 2018

about the issues affecting the lecturers at SALCC. The Minister promised the lecturers a follow up meeting.

Meeting with the Board of Governors

A new Board of Governors was installed in 2017 to govern the affairs of the SALCC. The chairperson of the Board is Ms. Ingrid Floissac. The SLTU's assessment of the operations of the Board thus far is dismal. Attempts have been made to engage to the Board of Governors. The SLTU has issued a warning to the Board regarding engagement of the SLTU. Our next step is to engage the Minister of Education directly on this issue.

Meeting with the Lecturers at the Division of Teacher Education

The SLTU met with the Lecturers of the Division of Teacher Education at the SALCC. The Division is currently being housed at the facilities which previously housed the George Charles Secondary School. The lecturers concerns include:

- Transportation to and from the location of the Division to the main Campus
- Security at the facility
- Health and safety issues
- Inadequate toilet facilities
- Inadequate space and facilities to adequately run the program
- Inadequate resources

The SLTU has written to the management of the College expressing those concerns. While we understand that the College is currently restructuring, its management as they await the appointment of a new Principal, the SLTU will not allow this matter to fester.

Biennial Report April 2016 – March 2018

Caribbean Union of Teachers (CUT)

The SLTU continues to play an integral role in the CUT. The SLTU continues to host the CUT Secretariat. It was reported at the SLTU's Annual Report that SLTU participated in the following activities of the CUT:

- CUT Games 2016
- CUT Executive Meeting held in Tortola from July 12 to 13, 2016 and in St. Vincent and the Grenadines from December 12 to 14, 2016. The SLTU was represented by Sis. Utilda Joseph and Bro. John Estephane.
- CUT Education Conference which was held from December 15 to 16, 2016 in St. Vincent and the Grenadines. SLTU was represented by Sis. Utilda Joseph and Bro. John Estephane.

Subsequent to the aforementioned activities of the CUT the held the following:

- **Les Harris Cricket Competition**

The CUT Les Harris Cricket Competition was held in Guyana from April 17 to 21, 2017. Due to extenuating circumstances the SLTU was unable to participate in this competition. Notwithstanding, the SLTU is looking forward to participating in the next Les Harris Competition.

- **38th CUT Biennial Conference**

The SLTU hosted the 38thth Biennial Conference of the CUT which was held from July 30 to August 4, 2017 at the Golden Palm Events Centre in Rodney Bay.

The conference began with an ecumenical service. This was followed by the Women's conference. The women's conference elected a committee to serve for the biennium 2017 – 2019. The individuals elected to serve on the women's committee are:

Angel Heyliger – Chair
Hazel Pyle Lewis - Guyana
Tessa Mc Quilkin - Grenada

Biennial Report April 2016 – March 2018

Vern Charles – St. Lucia

Elena Smith – Belize

Annetta Alexander – Antigua

Asha Yearwood - Barbados

The SLTU congratulates Sis. Vern Charles on being elected to serve at the regional level on the Status of Women's Committee.

The Closed Session of the CUT Conference considered and deliberated on a number of issues including:

- CUT's relationship with CXC – a committee was set up to explore this relationship.
- CUT Games – Plans for the games were presented by the Third Vice President and the host unit the Bermuda Union of Teachers.
- Constitutional Amendments – The conference approved a list of constitutional changes.

The Conference also elected a new Executive to serve for the biennium 2017 to 2019. The following persons were elected:

Julian Monroe – President

Howard Isaacs – First Vice President

Ashworth Azille – Second Vice President

Coretta McDonald – Third Vice President

Lydon Lewis – Trustee

Cecil Hodge – Trustee

The SLTU congratulates Bro. Julian Monroe on being reelected as President of the CUT.

At the closing of the conference, the CUT presented its Service Award to Sis. Judith Spencer Jarrett from Jamaica and Bro. Wayne Cumberbatch from St. Lucia. From all feedback received the

Biennial Report April 2016 – March 2018

conference was successful and the SLTU was lauded by the CUT and International organizations present for hosting the conference at a high standard.

- **Executive Meeting**

Immediately after the Biennial Conference the first Executive Meeting of the CUT was held. At that meeting, Bro. Don Howell was appointed to serve as General Secretary and Sis. Lea St. Helen Phulgence was appointed as Deputy General Secretary. The SLTU congratulates them on their reappointment.

The SLTU also participated in a recently held CUT Executive Meeting which was held in Trinidad and Tobago from February 22 to 23, 2018. Some of the major issues discussed at the meeting were as follows:

- CUT's response to recent disasters in the region including those affected by recent hurricanes
- Upcoming CUT Games
- Collaboration with Education International
- Continued engagement of Caribbean Examination Council (CXC)
- Reviewed some constitutional amendments

The SLTU was represented by Sis. Chantal Peter and Bro. John Estephane.

- **CUT Games 2018**

The CUT Games 2018 will be held in Bermuda in July 2018. The SLTU is making preparation to participate in this activity.

St. Lucia Trade Union Federation (TUF)

The SLTU continues to be active members of the St. Lucia Trade Union Federation (TUF). During the period under review the TUF embarked on a number of training initiatives to help build

Biennial Report April 2016 – March 2018

capacity among its affiliates. The TUF partnered with the International Labour Organization (ILO) to undertake many of these training initiatives. A major training session was held in January 2017 at which the SLTU representatives were: Bro. Troy Nestor, Bro. Simmons Jules, Sis. Dahlia Nuptial and Sis. Macrina Joseph.

During this period the TUF also engaged in preparations for negotiations. In so doing the TUF has developed a Negotiations Protocol to guide how the TUF organization conducts its affairs during the negotiations process. All affiliates participated in the development of the protocol. This process was also facilitated by the ILO.

Negotiations

The SLTU continues to negotiate for wages and salaries under the umbrella body of the St. Lucia Trade Union Federation (TUF). In November 2017 the TUF wrote to the Government of St. Lucia indicating to them that its affiliates were ready to begin negotiations. The Government had responded to the TUF indicating that it will be announcing the members of its negotiating team shortly.

The SLTU is ready to begin negotiations. This negotiation period will be an historic one for the SLTU as this is the first time that the SLTU will be engaged in negotiations for three (3) Collective Agreements for the period 2016 to 2019. The three agreements will be:

1. For members appointed by the Teaching Service Commission
2. For members at the Sir Arthur Lewis Community College
3. For the Government Day Care workers.

The SLTU will be providing further information on negotiations as it unfolds.

Biennial Report April 2016 – March 2018

Education International (EI)



The SLTU continues to maintain its membership within Education International (EI). Education International held its North American Caribbean Conference from February 24 to 26, 2018 in Trinidad and Tobago. The Conference was held under the theme: Leadership in times of crises. The conference explored areas of need within the Caribbean and engaged in discussions to help strengthen the partnership with the North American Caribbean Region. A key issue raised was the effects of climate change on the region and what we as teacher unions can do to help build resilience.

The SLTU was represented at that conference by Bro. John Estephane and Sis. Chantal Peter.

Disaster Appeal

Following the passage of hurricane Irma in the Northern Caribbean the SLTU in support of an appeal launch by the CUT, launched a local appeal for teachers affected by the hurricane. Soon after hurricane Maria destroyed Dominica. The SLTU was happy with the contributions made from members. The SLTU collected a total of twenty four thousand one hundred and forty two dollars and sixty five cents (\$24 142.65). The SLTU thanks members for their generous contributions. The amount collected will be transferred to the CUT for distribution to the affected countries.

Biennial Report April 2016 – March 2018

Teachers Week

During the period the SLTU held successful Teachers' Week programs in 2016 and in 2017. The SLTU once again thanks Bro. Lydon Lewis President of the Grenada Union of Teachers for being the guest speaker at our 2016 Teachers' Week Rally. In 2017 the SLTU made a sacrifice to show solidarity for our brothers and sisters affected by Hurricane Irma and Maria. In so doing the SLTU postponed the Teachers' Rally 2017. We applaud members for supporting this solidarity stance. Therefore the program for Teachers' Week 2017 was as follows:

October 1, 2017	Ecumenical Service
October 2, 2017	Beach Lime at the Piaye Beach
October 3, 2017	Branch Educational Activities
October 4, 2017	Education Conference
October 5, 2017	Branch Social Activities
October 6, 2017	Football Finals hosted by Micoud Branch
October 7, 2017	Retirement Function
October 8, 2017	Day of reflection for the Victims of Hurricane Irma

The SLTU thanks the Teachers' Week planning committee chaired by Bro. Peter Louisy for their contribution towards making teachers' week a success. Additionally, the SLTU thanks the St. Lucia Teachers' Credit Cooperative Limited for their support of Teachers' Week activities.

SLTU Calypso Committee

The SLTU hosted its first ever Teachers Calypso competition in May 2017. From all indications the show was a resounding success. A committee chaired by Sis. Alice Medard worked tirelessly to ensure that show was a success. The committee is working towards the 2018 Teachers Calypso competition.

The SLTU thanks all those who participated in the competition and we congratulate our first queen of Teachers' Calypso Sis. Leanne Beausoliel. Sis. Beausoliel along with Sis. Hildretha Joe represented the SLTU at the Inter Commercial House Calypso competition. Sis. Joe whose stage

Biennial Report April 2016 – March 2018

name was Miss Tick placed place third with her song “the whole loaf” and Sis. Beausoleil whose stage name was Lilly won the competition with her song “We taught them too”. The SLTU congratulates them on their success.

Members’ Benefits Committee

The SLTU continues to expand its partnerships with other organizations to expand the union’s discount scheme. At present members benefit from discounts from a number of companies.

The SLTU has also continued to distribute SLTU Identification Cards. More members are taking advantage of the benefits associated with the card. Moving forward, the SLTU hopes to embark on a rigorous Identification Card distribution. More information will be provided as plans are finalized.

REPORT OF EDUCATION COMMITTEE

Introduction

As a professional trade union SLTU believes that it must undertake actions that educate and build on the capacity of its members. Popular education has always been the foundational belief of trade unionism and consequently, SLTU is committed to fostering and strengthening that belief. The main goals of the Education Committee is to strengthen the SLTU by providing the highest possible quality of education programs to shop stewards, members of general council and members at large. This report will highlight the significant activities that were undertaken by the committee during the period April 2017 to March 2018.

Biennial Report April 2016 – March 2018

Scholarship and Bursary

The Education Committee administered the 2017 SLTU Scholarship Award. The award ceremony was held at the Ave Maria Primary School on Thursday July 27, 2017. A total of 54 bursaries were presented. One student, **Shernessa Joseph, daughter of Ellen Joseph- teacher at Ti Rocher Micoud Combined School of Micoud Branch**, was awarded a scholarship for the years 2017 – 2022. Applications were received from all branches of SLTU except Laborie and Canaries Branches. Applications were also received from members working at Ministry of Education and La Guerre Day Care Centre.

At the ceremony Mrs. Martina Belizaire and Mr. Julian Monroe presidents of SLTCC and SLTU respectively addressed parents and students. Students were encouraged to make very good use of the contribution made by members of both organizations. Mr. Willard Andrew, principal of Corinth Secondary School also addressed the gathering and impressed on the students the need to always give their very best at all times. Mr. Andrew also addressed some of the issues students would face when they enter secondary school.

Education Conference

The committee took responsibility for the Education Conference during Teachers' Week on October 3, 2017 at the financial Centre Point Seraphin, under the theme: Education for Sustainable Development: Reviewing, Re-visioning, Empowering. The feature address was delivered by Dr. Clement Edward, lecturer at the Sir Arthur Lewis Community College. The conference also received greetings from a representative of Walden University and the Minister of Education, Innovation, Gender Relations and Sustainable Development. The conference culminated with group discussions on the topics:

- (i) The role of SLTU in Education for Sustainable Development – Dr. Kentry Jn Pierre
- (ii) Academic Freedom – Dr. Winston Phulgence
- (iii) Key Competencies for Sustainable Development – Hyacinth Dorleon
- (iv) Education for Democratic Citizenship – Dr. Windy Moncherry
- (v) Focus Group on SLTU Strategic Plan – Dr. Virginia Albert Poyotte

Biennial Report April 2016 – March 2018

From all indications, the conference was a good. However, participants felt that more time should be given for the plenary aspect of the discussion.

Training and Development Workshop

On November 21-22, 2017 a two day workshop was conducted for all members of general council and shop stewards. The workshop was conducted to achieve the following objectives:

1. To boost the organizational and technical capacities of SLTU secondary leaders in the areas of negotiations and collective bargaining,
2. To help shop stewards understand their role and be more effective in the execution of such roles and responsibilities
3. To develop a cadre of secondary leadership in the union
4. To equip shop stewards with knowledge and skills about the work of the union
5. To build and strengthen the union as one of the leading teachers trade unions in St. Lucia and the wider Caribbean.

The Workshop addressed the following topics-

- (i) Introduction to Trade Unionism –Julian Monroe
- (ii) Collective Bargaining and Negotiations – Victor Poyotte
- (iii) Emotional Intelligence and Conflict Resolution – Francisca Plummer
- (iv) Grievance Handling – Wayne Cumberbatch
- (v) Health and Safety in Schools –
- (vi) Parliamentary Procedure – John Estephane
- (vii) Role of Shop Steward – John Estephane

Whilst the workshop objectives were achieved, attendance was a major issue. Some felt that the timing of the workshop was inappropriate. Others felt that information surrounding the workshop was not disseminated in a timely manner. Nevertheless, the workshop provided a platform for discussion and information dissemination.

Biennial Report April 2016 – March 2018



Debate

Considerable amount of work was done to have debate among the branches. Initially the debate was scheduled to commence on September 13, 2017. This had to be pushed back because General Council felt that they needed more time to prepare for the debate. The debate was re-scheduled to start on January 29, 2018. Branch Representatives were asked to submit names for their debating teams in order that they received training in the parliamentary style debate that was being proposed. To date, only Micoud and Canaries branches submitted names. Consequently, the debating competition was cancelled.

Conclusion

I wish to place on record my profound appreciation to members of the committee- Christina Satney, Stacy Charles, Avril Emmanuel and Peter Daniel – for the support and collaboration. I thank all individuals who consented to serve as resource persons during the activities held. Your efforts and contribution contributed to the success we achieved during the period.

Biennial Report April 2016 – March 2018

SPORTS AND SOCIAL COMMITTEE REPORT

JULY 2017-APRIL 2018



This post was held for a period of time which begun on the 14th of July, 2017 and extended to the 12th of April, 2018. During this tenure, the following seven activities were planned and executed for the social enhancement of the general membership.

1. The St. Lucia Teachers' Union hosted its first ever Calypso Competition, "Kaiso with Class", on Friday 26th May at the National Cultural Centre. Twelve teachers participated, but in the end, Leann "Lilly" Beausoleil "outclassed" her competitors, at the well-attended activity. "Lilly", along with the first runner up, "Ms. Tick", represented S.L.T.U. at the 2017 Inter-Commercial House Calypso Competition. "Lilly" shared the top spot and "Ms. Tick" placed third. Well done ladies!!

2. S.L.T.U. hosted its annual Football competition, which commenced on the 15th of September, and culminated in an exciting match between the North and the South teams on the 6th of October 2017. The Northern players emerged victorious. Recommendations given after last year's competition were taken into consideration and this brought about a higher standard of rivalry as well as more organized games. The crowd then proceeded to the Micoud Primary School where they danced the night away at an "Ole School Party" hosted by the Micoud Branch.

3. As part of the Teachers' Week activities, the Choiseul and Laborie Branches hosted a very successful Beach Bash on the 2nd of October at the Piaye Beach.

4. S.L.T.U participated in the 2017 "Corporate Warfare" Futsal tournament during the period October 25th- December 2nd. Although placing first in their group, our players lost their title in the

Biennial Report April 2016 – March 2018

competition. Notwithstanding this, three of our players were selected to be part of the All-Star Team. Congratulations to Mr. Dyke Francis, Mr. Lynch Isidore and Mr. Randy Poleon!

5. The 2017 KFC Commercial League was graced with the presence of our very athletic basketball players. This competition started on the 30th of August and final matches were played on the 21st of October. Our players did not advance to the finals.

6. A team of vibrant ladies represented the S.L.T.U in the 2017 Inter- commercial Netball Tournament. Matches were played between the 22nd of November and the 14th of December, where our ladies displayed a commendable level of sportsmanship, determination and skill. Team S.L.T.U. emerged winner of that competition!!

7. On Wednesday 20th December, S.L.T.U. hosted its Christmas Party at Prio's Pub in Cul de Sac. The party was well attended and exceeded all expectations.

Thus, the S.L.T.U would like to thank all members who participated in the various activities. We look forward to the involvement and participation of more members as we hope to increase the number of sporting, cultural and social activities that are provided in order to maintain a healthy and productive team.



Biennial Report April 2016 – March 2018

PUBLIC RELATIONS COMMITTEE REPORT

Public Relations for the last Biennium saw improvements in its efforts to reach members and to promote the Union. The SLTU remains an outstanding trade union amongst unions on island and within the Caribbean region. It is pivotal therefore that our Public Relations activities would serve to upkeep and promote that earned reputation, as well as serve our members by ensuring that information is relayed in the quickest and most efficient manner.

During the period September 2016 to April 2018, the following was achieved.

WhatsApp for Teachers

The Whatsapp group was established by Sis Anderson and the numbers did not grow within the group for the past two years. This is because emphasis was placed on having a whatsapp broadcast group which most teachers preferred to a whatsapp chat group. However the members within the whatsapp group would readily share any information put out by the Union.

The broadcast group is slowly growing in size as teachers are being added on to the list. All SLTU notices go out through this forum. Responses or queries are communicated to the PRO since the phone being used is exclusively that of the union and is used only for PR purposes. The group comprises largely of shop stewards but the general membership is encouraged to be part of it so as to stay in the know. Members are also encouraged to read the messages which go out. The SLTU has a chain of distribution for messages. Any outgoing information is sent to the branch Reps who will forward to shop stewards in their various branches. The shop stewards are then expected to forward to teachers at their schools. In this technological advanced world, we must make use of what is available to us to better our organization. Members are encouraged to join the broadcast group at telephone number 712-6652.

Facebook for Teachers

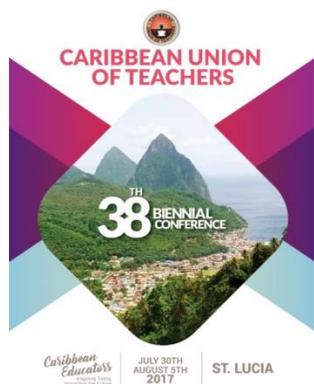
There has been regular updating of the Facebook page which has now reached over 1000 members. All SLTU notices are posted in this forum along with other interesting, thought provoking and educational posts of members. Interaction with those posts and notices has been quite limited in many instances. The page is meant to promote the SLTU but during the year, posts which did not

Biennial Report April 2016 – March 2018

promote SLTU or the advancement of education and trade unionism were sent to the page for approval. Those posts were not approved. Teachers can log in to see the latest happenings on the page. I encourage members to use social media sites carefully, inclusive of the SLTU page. The Committee encourages members to join the facebook page.

Publications

Public Relations released three publications during the biennium. A commemorative magazine for the hosting of the Caribbean Union of Teachers' Conference in St. Lucia was published. Two union vibes newsletters were also published and distributed electronically with some hard copies being printed in the office. The feedback on the electronic newsletter was positive with teachers expressing the convenience of ease of access to read the newsletters at their own leisure time. Others expressed challenges in accessing the documents on their phones as well as not realizing that an SLTU newsletter was forwarded. Again the committee encourages members to keep up with the growing trends in technology.



Media and website

The Union also utilized the media, especially television stations in coverage of its main events and provided interviews on issues which needed to be addressed. Members of the executive also appeared on talk shows. The SLTU Website is up and running. The process of upgrading has began and updated information is being placed in the site.

As I end my tenure as Public Relations Officer, I express my gratitude to all those who assisted along the way. May the Public Relations machinery of SLTU always remain strong as together we work towards promotion of our organization.

Biennial Report April 2016 – March 2018

THE WOMEN’S COMMITTEE OF THE SAINT LUCIA TEACHERS’ UNION

Report for the period April 2016- April 2018.

The Women’s Committee of the St. Lucia Teachers’ Union is a standing committee within the organisation with constituted guidelines to govern the affairs of the committee. The Committee continues to progress with the Women on the Agenda mandate in keeping with the United Nations Planet 50:50 by 2030 vision of equality for women. During the aforementioned period the following was accomplished.

International Women’s Day Conferences

2017 Women’s Conference

International Women’s Day 2017 was celebrated under the theme “**Be Bold for Change**”. This was successfully hosted at the Golden Palm Events Centre, Rodney Bay on International Women’s Day, March 8th, 2017, in collaboration with the St. Lucia Teachers Credit Cooperative Ltd.

In the spirit of embracing the theme, “Be Bold for Change”, the committee opted to replace the keynote address with a debate on the topic: ‘Are Female Teachers Boldly Creating Change?’ The proponents were Mrs. Joan Hippolyte and Mrs. Dorothea Joseph and the opponents were Mrs. Christine Merville and Miss Christina Norley who delivered a thrilling and very thought provoking debate.

The committee also honored two of its SLTU women who epitomize what being bold for change is all about, in the persons of Mrs. Flora Emmanuel Joseph, Principal of Micoud Secondary and Mrs. Ethelene Leonce, Principal of Dame Pearlette Louisy Primary School.

Biennial Report April 2016 – March 2018

2018 Women’s Conference

The Committee successfully hosted its 2108 Women’s Conference under the theme “**Press for Progress**”. This conference was held on Thursday 8th March, 2018 at the Golden Palm Events Centre. The Committee continued to celebrate this International Women’s Day with the St. Lucia Teachers’ Credit Cooperative. Walden University gave us a small donation and invited teachers to participate in a webinar.

The format for the 2018 conference was also modified, making it a one day activity instead of an afternoon one. The open session saw the delivery of an inspiring presentation by Dr. Allison Gajadhar on the theme. She had teachers ponder on their actions in the classroom with the following questions - what our actions may communicate to our students?, how we as women have been? She also advised teachers that they should continue to press for progress.

Our closed session saw the delivery of two presentations. The first by Dr. Virginia Albert Poyotte on the topic: **SLTU Women, Pressing for Progress: Then and Now** and the second by Mrs. Martina Belizaire, President of the St. Lucia Teachers’ Credit Cooperative Ltd. on the topic: **Pressing for Financial Progress**. Mrs. Cynthia Satney and Mrs. Lina Modeste were honoured during this year’s activity.

Regional and International Activities

The Women's Committee of the St. Lucia Teachers' hosted the Open session of the Status of Women's Committee of the Union Caribbean Union of Teachers. Honorable Dr. Gale Rigobert addressed the gathering speaking on the Power of Shush. Sis Vern Charles was elected to serve on the CUT Status Of Women's Committee for the biennium, 2017-2019.

Sis. Maradonna Popo attended a Young Women's Workshop in Barbados whilst Sis vern Charles attended Education International's 3rd World Women's Conference in Morroco. They both intend to share their messages of empowerment with others.

Election of Committee Members

On April 17th, 2016, the then, “**Status of Women’s Committee of the St. Lucia Teachers Union**” held its closed session before the commencement of the SLTU’s Biennial Conference. The

Biennial Report April 2016 – March 2018

committee realised the challenge of holding the closed sessions after the Women’s Conference, as had been done in the past. Having the closed session before the Biennial Conference gave the committee adequate time to meet with its members and to address women’s affairs issues. This session was well attended by many women and saw the election of a new committee to look into the affairs of SLTU women for the biennium April 2016- April 2018. The committee comprised.

Miss Vern Charles- Chairperson

Mrs. Anne Giffard Elcock- Vice Chairperson

Miss Leona Sandiford- 2nd Vice Chairperson

Mrs Lorraine Francois- Secretary

Mrs. Brenda Virgile- Assistant Secretary

Miss Petal Hutchinson- Treasurer

Miss Maradona Popo- Communications Officer

Miss Sophia Joseph- Floor member



Outgoing 2016- 2018 Women's Committee

At that same meeting, a motion was presented and accepted by the women of SLTU that the name of the committee should be changed from, “**The Status of Women’s Committee of the Saint Lucia Teachers’ Union**” to, “**The Women’s Committee of the St. Lucia Teachers’ Union**”. A

Biennial Report April 2016 – March 2018

report was presented to the membership, after which, elections were held as outlined by the constitution.

During the 2018 Women’s Conference, a new executive was elected to manage the affairs of the committee for the bienium2018-2020. Positions have not yet been assigned up to the time of this report. The seven individuals elected include: Brenda Virgile, Anne Giffard Elcock, Vern Charles, Tabitha Fontenelle, Maradonna Popo, Julie Augustin-Charlery and Naomi Patrick-Smith.

Mothers’ Day Token 2016

The Women’s Committee sought to say thank you to all teachers who are mothers on the island for their impressive roles of being both mother to their own children and also students. Bookmarks were created and distributed islandwide for Mothers’ Day 2016. Approximately 1500 bookmarks went out to teachers as a small token, reminding them of their gift of motherhood. The Women’s Committee thanks the designers and the office staff for ensuring the success of this small but meaningful initiative.

Biennial Report April 2016 – March 2018



Bookmarks distributed to members

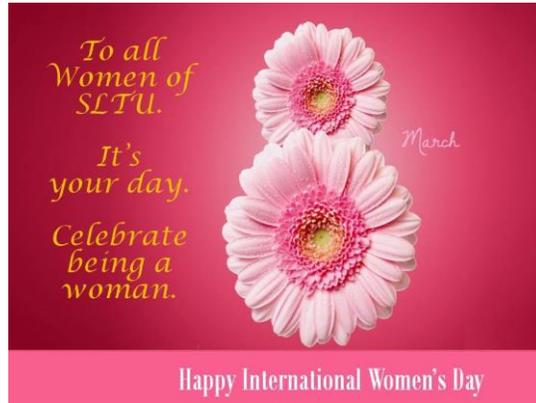
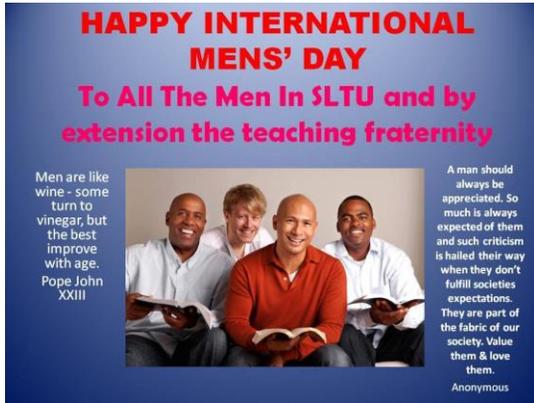
Public Relations

The Women's Committee continues to bring issues to the fore as well as inform members about women's successes through the Unions' Facebook page and Whatsapp broadcast group. Greeting cards were sent out through this medium for Mothers' and Fathers' Day as well as International Men's and Women's Day.

We hope to improve our relations by utilizing the various means of communication available within SLTU in the coming year. At the time of this report the Committee was working with the Publications Committee of SLTU to create a newsletter which can be printed annually to create an awareness of gender issues affecting members.

The following are some of the messages sent out during the Biennium.

Biennial Report April 2016 – March 2018



The Way Forward

The Women's Committee seeks to address issues which affect our women from the data collected out of a questionnaire distributed to our members. One such initiative is the workshop on **“Preparing for Retirement”**. The previous committee began the process of creating the framework for this activity. The current committee will continue to work to complete this whilst sourcing funding to make it a reality.

The Committee also aims to find a way to strategically work with our young girls in helping them battle ills in the society. Discussion as to how this can be done is ongoing. As a great proponent of capacity building, the committee will work in collaboration with other committees and agencies to forward plans in this regard. We remain committed to working for the advancement of our union and its members.

Biennial Report April 2016 – March 2018

ANSE LA RAYE BRANCH REPORT: 2017-2018

The Anse La Raye Branch has persisted in its efforts to promote the objectives of the St. Lucia Teachers' Union both as a professional and trade union organisation. As is mandated by the constitution, members were kept informed of developments within the SLTU through termly branch meetings and their shop stewards. It was a challenge to host a branch meeting for the period January to March 2018 owing to conflicting activities in the second term.

On October 5, 2017 in accordance with the constitution, members elected a new executive for the period 2017-2019. The new executive comprises of: Mrs. Anne Giffard-Elcock - President, Mr. Glensin Lawrence - Vice President, Ms. Shannon Ferdinand – Secretary, Mr. Dennis Joseph – Treasurer and Mrs. Lucilla Rudolph - Public Relations Officer.

We express our gratitude to Mrs. Philomena Julian, Ms. Sylvia Joseph and Mrs. Tuta Fredrick for their service to the branch and wish them well in the endeavours.

Teachers' Week Activities 2017 (Educational and Social)

The Anse La Raye branch celebrated teachers' week under the theme: "Teaching in Freedom: Empowering Teachers". Acknowledging stress as an inevitable facet of our profession, the branch's educational activity was designed in two parts. One part provided teachers with some management tools to deal with stress and the other part look at professional development.

Educational Activity

Part One

In the first presentation, Dr. Ida Joseph, a doctor of natural medicine addressed teachers on the topic: stress management and nutritional healing and encouraged teachers to take care of themselves. Teachers were treated to sample massages.

Part Two

The second presentation centred on developing teachers' financial literacy and well-being to reduce stress. This presentation was done by Mr. Dennis Joseph a business teacher from the Stanley Jon Odium Memorial Secondary School. Mr. Joseph sought to edify teachers on their financial standing and its impact on their income with a view to strengthening their financial status.

Biennial Report April 2016 – March 2018

Social Activity

Following the educational event, teachers were treated to karaoke and games night. The activity served as a medium for teachers to relax and enjoy the company of colleagues.

Other Activities

A “Kweyol Night” was organized in observance of Kweyol Heritage Month but had to be postponed and eventually cancelled since it coincided with an activity hosted by the St. Lucia Cooperative Credit Union. We look forward to hosting this activity next year.

The branch executive and shop stewards will be meeting early in the third term to plan the way forward for the branch

Anne Giffard-Elcock (Mrs.)

Branch President

CANARIES BRANCH REPORT

The Canaries Branch began the period 2016 to 2018 with the executive body as follows:

Branch President – Maisie Jn Baptiste-Sydney

Vice President – Nadezahe Lucien

Treasurer – Talia St. Cyr

Secretary – Shancia Lionel

Public Relations Officer – Chadelle St. Ange

Events Coordinator – Janessa Felix

Biennial Report April 2016 – March 2018



Executive memebers (left to right) – **Janessa Felix** (Events coordinator), **Talia St. Cyr** (Treasuer), **Shancia Lionel** (Secretary), **Nadezahe Lucien** (Vice President), **Maisie Jn Baptiste-Sydney** (President), **Chadelle St. Ange** (Pubic Relations Officer).

Steadfast and committed, the executive body has worked wholeheartely to keep the branch active and informed of SLTU’s plans and activities. The biennium commenced with a branch meeting whereby members engaged in a discussion on the way forward for the Branch. During the years, the Canaries Branch has undertaken a number of activities - social, educational and a fundraiser, which were all successful and well attended by members.

Social Activities

The main aim of the social activities held at the branch level was to maintain the unity and positive relations among its members. The social activities included a **sports night**, (where members engaged in fun games such as cricket and rounders). Other activities included **social night outings**, a **river lime**, and an unforgettable **Christmas party**. Members showed up in large numbers and the social activities were a great success.

Educational Activities

One of the activities undertaken at the branch level was a **Debate Night** – under the topic: **The LGBT community – Acceptance versus Tolerance**. The activity was very informative and highlighted many of the real day-to-day situations that we encounter, particularly with the curriculum and at our learning institutions, as it pertains to the LGBT community.

Another major educational activity undertaken at the branch level was a presentation from members of the **Financial Investments and Consultancy Services Limited**. Members were informed of savings plans and other financial services available to teachers. The session was quite

Biennial Report April 2016 – March 2018

informative and members were quite pleased with the packages available. Members are hoping to engage in more educational activities in the near future.



Members are attentive to the presentation by FICS.

Fundraising Activity

The fundraiser held at the branch level was a great success! The branch held a sponsored walk: **“Walk with your Teacher”** from the community of Canaries, to the Community of Anse-La-Verdue. Teachers were well represented at the walk, and were graced with the presence of the members of the community who came to support. Everyone enjoyed a bowl of fruits and a variety of teas / herbal drinks after the early morning refreshing walk. Participants requested that the fun and healthy activity be repeated. Members of the Canaries Branch were quite pleased with the presence of members of the Soufriere Branch who attended most of the activities.

A proud and committed unit of SLTU, the Canaries Branch attended ALL teachers’ week activities held in October 2017. The reelection of the executive members of the Canaries Branch in November 2017 was an indication of the level of satisfaction and trust placed in the hard working body which guides the successes of the branch. We will continue to mobilize members and to rally around our union as we pledge our unwavering support.

Biennial Report April 2016 – March 2018

SOUFRIERE BRANCH REPORT

December 2017 – March 2018

Branch elections were delayed. A meeting convened for 6th December, 2017 resulted in the creation of an interim committee to serve the Branch's needs. It comprised of:

Chrisentia Combie (President)
Alexia Alcindor
Jacqueline James
Vincent Jn. Phillip
Joannis Gustave

Aims

- Revitalization of Branch
- Member drive

Actions:

-Workshop for shop stewards and interim executive on the history of the SLTU, Roles and Responsibilities of Shop Stewards and other arms of the Union.

- Member drive: Each shop steward should have added at least one member by the next meeting.

- Branch Meeting February 27th, 2018:

27th February, 2018 Branch Meeting Outcomes

- Negotiations:
 - A salary increase would be appreciated
 - Infrastructural problems in schools must be addressed. Special mention of Electrical problems at Soufriere Infant and Soufriere Primary
 - Technological advancement in Secondary schools is mandatory as exams are being written on line
 - Teachers should be paid for marking of School Based Assessments (SBA) especially in secondary schools where students are paying an SBA fee.
- Member drive:

Biennial Report April 2016 – March 2018

- Concerns with becoming a financial member. Payments are not being deducted from their salaries.
- Teachers both union members and non-union members express dissatisfaction with the union and claim not to see the relevance of the union.
- Financial Status: \$0.00. One dollar was collected from attending members. Branch begins anew with \$15.00.
- Branch Elections: A new executive was elected in order to ensure revitalization of the branch.
 - President:* Chrisentia Combie
 - Vice President:* Joannis Gusatve
 - Secretary:* Cecilia Clovis
 - Assistant Secretary:* Cotney John
 - Treasure:* Casim Lansiquot
 - Public Relations Officer:* Jacqueline James
 - Trustees:* Stephen Joseph, Vincent Jn. Phillip
- The Way Forward:
 - Pairing of schools to plan activities for revitalization of the branch:
 - Fond St. Jacques Primary and Soufriere Primary
 - Soufriere Comprehensive and Bouton Combined
 - Soufriere Infant/Soufriere Special Ed and Les Etangs Combined
 - *The pairs will meet and plan social as well as developmental activities.
 - First activity: Fond St. Jacques and Soufriere Primary End of term 2.
 - SLTU executive or appointed committee to visit schools to encourage union membership and to provide a solid context within which teachers must be part of that support group.
 - Fund raisers are necessary. Newly elected treasurer will work with member, Gemma Bobb to improve Branch's financial status.

Biennial Report April 2016 – March 2018

LABORIE BRANCH REPORT

The Laborie Branch of the St. Lucia Teachers' Union continues its commitment to serve and support the St. Lucia Teachers Union in its mandate to serve and support the teachers of Saint Lucia.

The Laborie Branch held elections in October 2017 and the following persons were elected to serve on the executive of the branch for the biennium 2017-2019. The new executive comprises of the following persons:

1. Miss Sylvie Edward – President
2. Miss Seraih Francois – Vice President
3. Miss Shera Edward – Secretary
4. Miss Diana Cherubin – Treasurer
5. Miss Udra Chicot – PRO
6. Mr. Ulric Alphonse – Trustee/Advisor

Branch Activities

1. Teachers' Week

Laborie Branch showed its commitment to the activities of SLTU and participated fully in all activities for Teachers' Week 2017. In collaboration with the Choiseul Branch of SLTU, members participated in the annual Branch Lecture. Mr. Germaine Anthony spoke eloquently on the challenges faced in the digital age. Mrs. Kay Clarke-Nicholas, District Education Officer (District 7), also shared her thoughts on the theme.

2. Social Activity/Meetings

A financial literacy activity was also planned for the month of October and was well attended by members.

A branch meeting was also held to elect the new executive for the biennium. Following elections, the new executive also took this opportunity to engage members in a discussion on the way forward for the branch. Suggestions were given on improving the status of the branch as well as ways in which the branch can become more active. There is need for a mobilisation drive to recruit the new teachers in the branch and plans are ongoing in that

Biennial Report April 2016 – March 2018

respect. Some setbacks have hindered the full implementation of the ideas, however, there is utmost confidence that they will be realised.

3. Development of Members

Shop stewards and other branch members participated in the many workshops and conferences organised by SLTU during the biennium. These have helped the branch to grow and increase the capacity of our members.

Laborie Branch wishes to thank all members of the branch as well as the executive of the Saint Lucia Teachers' Union for their continued support. We look forward to continued participation and collaboration with all members of the St. Lucia Teachers' Union.

VIEUX FORT BRANCH REPORT 2016-2018

Branch Executive: *President: Mayn Poleon Vice President: Melka Daniel*
Secretary: Sherene Saltibus Treasurer: Emma Emmanuel PRO: Johnson James
Assistant Secretary/Treasurer: Patricia Richard



The 2016/2018 period has been one with ups and downs. The branch lost an active member, who was the PRO and branch convener, Ms. Cherilyn Anderson, but gained a new convener in Ms.

Biennial Report April 2016 – March 2018

Chantal Peter. Ms. Peter has been supportive of the branch as she makes every effort to be present at activities; she also brings in members from her branch, the Micoud branch, to help foster camaraderie across the branches. We enjoyed having Ms. Peter and after the election, if we get a new convener s/he will be welcomed by the Vieux Fort Branch. We saw the destruction of fellow CUT member states and the support that our teachers give in these situations. We were happy to be reminded that our membership is alive as they showed up when they were called and taught us some important lessons, the most important being that they listened and supported us.

The 2016/2017 year saw a new branch executive and members, though few, show up for activities. Shop stewards were challenged to find ways to reach members and they asked that we keep sharing through the methods we already had. Members want to remain up to date union activities even though they cannot always be present and sometimes give no response.

The 2017/2018 year has continued to be one where we reach out to members and see their support through their presence, contributions and expressions of appreciation.

A branch meeting held on 26th September, 2017, at the Vieux Fort Special Education Centre got opinions from members on how to see improved participation. The executive was reminded that they were given power by the membership to act on their behalf; they should therefore not be discouraged if all members did not show up. With that in mind we continue to push on.

CUT Conference

The Cut Conference, held in Saint Lucia, had the support of the Vieux Fort Branch. Members were present for the opening ecumenical service and took the opportunity to meet and greet our fellow CUT members. The branch was also represented at the opening ceremony, cultural night and the closing dinner. It was a taste of a special event which will likely lead to greater support when the Conference happens outside of Saint Lucia. Members were grateful for the opportunity to be part of this event.

Biennial Report April 2016 – March 2018

Teachers' Week 2017



Teachers' Week received support as members were present for all nationally planned activities. The Vieux Fort Branch was represented at the ecumenical service, beach bash, education conference and the retirees' dinner. A decision was taken to tone down our celebration in solidarity with our brothers and sisters of various islands who were ravaged by hurricanes and most members supported this initiative. They members also made financial contributions toward assistance for these countries. The Vieux Fort Branch executive is grateful to its membership for their continued support of the St. Lucia Teachers' Union.

At the branch level members came out to support the educational activity as well as the social activity planned. The Branch again utilized the SLTCC's offer to support branch activities by holding a financial literacy activity. Ms. Sherene Saltibus, branch secretary, and Mr. Johnson James, branch PRO, facilitated the educational activity. The activity focused on use of ICTs in education. They informed on ways that teachers and schools could integrate ICTs into the classroom and school. Mr. James also discussed use of drones and how pictures from them could be used in class. Ms. Saltibus did the financial literacy segment. She discussed the SLTCC's website and how we could keep informed of our accounts by signing on to the online banking. She demonstrated how making use of the internet for our SLTCC business could save time and money by having those present go on and investigate.

The branch social took the form of a karaoke. There was food and drinks on sale during this activity in an effort to raise funds. The karaoke was well attended and supported by the president, Mr. Julian Monrose, the 2nd vice president and convener, Ms. Chantal Peter, as well as a few members from the Micoud branch. While the sales did not realise a profit the activity was still labelled a

Biennial Report April 2016 – March 2018

success. The success of the karaoke convinced us that members remain committed to the SLTU. We thank the SLTCC, the SLTU executive and our members for making teachers' week a success.



Other Branch Activity

On 26th September a Branch meeting was held but more has happened since then. The Vieux fort Primary School and the Vieux Fort Infant School both had grievances that have are currently being addressed. The shop stewards have been encouraged to revive the SLTU Board for educational development of members. We await the pictures from shop stewards. On 2nd February, 2018 there was a branch sports, cooler and barbecue lime held at the Augier Combined School. Staff from various schools organized drinks and meats and came along for the lime. The Anse Ger Secondary School joined us along with Ms. Chantal Peter. There are plans to keep this activity going so the next one has been scheduled for 9th March, 2018 at the Ministry of Education: Post-Secondary Programme.

We will continue to plan and seek the support of members through social media, socials and branch meetings. We look forward to the support of members as we serve you to the end of this term. We hope that the next branch election, due in September/October 2018, will see greater participation and that members will continue to support the initiative of future executives.

Biennial Report April 2016 – March 2018

2017-2018 MICOUD BRANCH REPORT

Branch Activities for Teachers Week

In observance of teachers' week 2017, the Micoud Branch organized two major activities, namely:

- An educational workshop on October 2nd, 2017
- An Ole School fete on October 6th, 2017

The educational workshop on October 3rd was a huge success both in terms of attendance and the quality of the workshop. The guest speaker, Mrs Virginia Albert Poyotte, was very passionate in her delivery of the importance of unions and the benefits of belonging to a union. The Branch would again like to thank Dr. Poyotte for her excellent delivery. The second presenter from the SLTCC, who was supposed to deliver an address on 'financial literacy' was unable to do so, but promised to address us at a time convenient to us both. The remainder of the time was spent discussing pertinent matters to the branch.

The Micoud branch was charged with the hosting of the football finals and a social/fundraising activity on October 6th. The north and south teams entertained us to an exciting game with the north emerging as the 2017 champions. Congratulations to the North team.

Immediately following the football match, the 'Ole School Fete' Started with huge support from teachers all over St. Lucia as well as the community. Persons had clean fun and really appeared to have enjoyed themselves. The Micoud Branch would like to thank everyone for supporting the activity and look forward to continuous support among branches.

Financial Statement for the two activities:

For the educational workshop, the branch received financial support from St. Lucia Teachers Union and St. Lucia Teachers Credit Co-operative towards the activity. These monies were used for:

- Venue for the workshop
- Decorations
- Refreshments

The Ole School Fete was a social and fundraising activity with the main focus on social rather than fund-raising. We agreed from the onset that part of the proceedings would go towards the hurricane relief fund for Dominica and other affected sister islands.

Biennial Report April 2016 – March 2018

The branch realized a profit from the activity, and as was agreed, part of the proceeds was donated to the hurricane relief fund and the remaining was placed on the branch account.

Branch Elections

Micoud Branch Elections was held on November 2, 2017 at the Micoud Secondary School during a branch meeting. The following persons were elected to serve on the executive for the next term:

Branch President – Timothia Joseph, Anse Ger Secondary School

Vice President – Jacqueline Inglis, Desruisseaux Combined

Treasurer – Alexandra Lewis, Patience Combined

Secretary – Ruby St. Juste, Mon Repos Combined

Assistant Secretary – Aprylle Mitchel, Micoud Primary

Public Relations Officer – Stecia Stanislas, Micoud Secondary

Christmas Party

The Micoud Branch organized an ‘all white Christmas party’ on December 14, 2017 at the Micoud Primary School. The party was well organized and every member of the small gathering had fun and deemed the party a success. We are hoping to see many more persons in attendance next year.

The branch executive continues to meet as often as possible to find ways to keep the members united and interested in SLTU. New teachers are being encouraged to become members to take advantage of all benefits and to contribute in whatever way they can to the Union. The Micoud Branch promises to continue working assiduously to create a more united and active membership.

Biennial Report April 2016 – March 2018

BABONNEAU BRANCH REPORT



The **Babonneau Branch** of the St Lucia Teachers' Union (SLTU) continues to work for its members and with its members to advance the work of the SLTU in our branch and on a national level. During this last biennium, we were elated when our own Hildretha Joe (Miss Tick) represented the Branch and represented us well, when she emerged second at the first annual calypso show (Kaiso with Class) of the SLTU. Babonneau Branch was even more elated when Ms Joe went on to secure the title of third place at the National Inter-Commercial House competition. Nothing less was expected of Ms. Joe for we were privy to a snippet of her presentation at Branch meeting, when she presented the Branch with her proposal. The Branch formally congratulates Ms Joe on her success and pledges to continue working with her in her future endeavours.

We saw the Branch come alive at our Karaoke night and potluck dinner at the La Guerre Primary School during Teachers' Week 2017. Some of us sang, some of us tried to sing but at the end we all had fun as we tried to "karry our keys". Teachers left for their homes reluctantly, calling on the organizers of our Karaoke night to repeat the event.

It is often said that 'education is the key' and we honour that age old adage by the ongoing educational activities within our Branch. Teachers had their fears allayed as it pertained to gratuity and pension when an official from the Ministry of Education presented to us at the Babonneau Primary School. We aim to meet the needs of all our members and for this reason an official from the National Insurance Corporation will address our teachers who fall within that bracket in March, 2018.

In our continuous efforts at decentralization, we met at the Boguis Primary School, where teachers discussed and completed a survey aimed at charting the way forward as a Union for the next five (5) years and beyond.

Biennial Report April 2016 – March 2018

We continued working as a unit by keeping members informed through our Branch meetings, memos and whatsapp messages. Members are kept abreast of the activities of the SLTU and continue working together supporting the Union both on a Branch level and definitely on a national level.

Look out for the grey shirts at our Union activities bearing the SLTU's logo on the left breast and proudly bearing the name **Babonneau Branch** on the back. This was one target we aimed for and met. Thanks to all the Branch members who supported and a special thank you to Mrs Lucy Thomas and her team who went beyond the call of duty to see this objective of ours come to fruition.

GROS ISLET BRANCH REPORT

April 2017 – March 2018

United for Progress and Power

The Gros Islet Branch of the SLTU commenced the 2017 – 2018 period with a branch meetings held at the Corinth Secondary. The Top Common Entrance Students of members were please to have received their bursaries from SLTU during summer. During the July – August period, the Branch work with the SLTU to help deliver one of the best experiences by our counterparts across the region at the 38th Biennial Conference of CUT in 2017.

The Branch held its election on January 25th, 2017 at the Gros Islet Primary School. The election was overseen by the President of SLTU Mr. Julian Monrose. A new executive was installed comprising teachers from both primary and secondary schools in our branch.

The New Executive for the 2017 – 2019 period is as follows:

President / Branch Rep: Mr. Troy Nestor

Secretary: Ms. Sabina J. Sonson-Estephane

Biennial Report April 2016 – March 2018

Vice President: Mrs. Martina Belizaire Information Officer: Ms. Uselda Alexander

Treasurer: Ms. Shana Eudovique
Mitchel

Trustees: Mr. Peter Daniel and Ms. Sophia

The branch seeks to maintain its high standards in being dynamic; adopt reactive and proactive stance to educational policies, help build capacity as well as encourage active membership in SLTU.

Union Activities Number of meetings held during the period:

- | | |
|----------------------------------|--------------------------------------|
| - General Membership 3 | - Branch Executive & Shop-stewards 6 |
| - General Council (SLTU) 5 (all) | - Union Training 1 |

Teachers Week 2017

Teachers' Professional Education Day – Tuesday 4th October, 2016 held at The St. Lucia by *Rex Resorts* Hotel Conference Room, Under the Theme: theme “***Education for Sustainable Development; Empowering Teacher Educators in our Community.***”

Sub theme: *The SLTU way, The SLTU life, the SLTU then and now.*

1st Presentation – Dr. Kentry Jn. Pierre past General Secretary of SLTU;

His presentation hinged on the foundations of the SLTU key role as a bargaining unit for its members. He stated that “the union is not the ‘top’- executive, rather it is the general membership.” He further stated that, “a union is as strong as its weakest link; if the membership is weak so too would the leadership.’ Shop-stewards and Branch Representatives must work cohesively to strengthen the bargaining unit. We must encourage members to maintain a high sense of professionalism, adhere to SLTU code of conduct for members and to be a voice in the educational policy direction for St. Lucia. He reminded us that nothing should be taken for granted or seen as an entitlement.

2nd Presentation – “Property and Financial security in the Advent of Climate Change,” St. Lucia Development Bank – Mr. Francis and his team

The team encouraged members to continuing seeing themselves as one of the tripod legs of the education system without whom society falls apart. He encouraged teachers to invest and protect their valuable resource for long term sustainability. Members were edified on structures to put in place for financial security; retirement and investment planning, as well as for property investment security. The team also presented on the promotion “Going Green” promotion, solar powered households for a more energy efficient society.

Biennial Report April 2016 – March 2018

A Social Activity:

The Gros Islet Primary School on Thursday 5th of October, 2017 was host to the branch social gathering dubbed, “*Lime on Green figs, Backs and Salt fish*” with musical accompaniment which members welcomed in dance and funfair. The Gros Islet Branch invited the Castries Branch to mix and mingle as an inter-branch social. The social mixer and education activities were conducted with a budget of \$1050.00; contribution of \$400.00 from SLTCC and the balance through branch contributions.

Gros Islet Branch’s contribution to other SLTU’s activities

The branch assisted in planning and executing a successful CUT conference held mainly in the Gros Islet Branch District. Great thanks to Mrs. Juliana Mottley of Monchy Primary whose sermonette left teachers across the region and I quote “aroused to the point of no return” for an excellent ‘welcome’ to the conference and expertly executed by the SLTU’s Ecumenical Service team on Sunday 30th July, 2017. The Gros Islet Branch members provided further support with the expertly delivered opening ceremony under the guidance of Mrs. Martina Belizaire. The Branch Rep. Troy Nestor served and represented the SLTU as a first time delegate and was instrumental in hosting a social mixer at Gros Islet Primary with support from the branch. It was quite fitting that Ms. Sophia Mitchel of Corinth Secondary chaperoned the Trinidad & Tobago (TTUTA) delegates and was exemplary as noted by the President of TTUTA, noting that “it was remarkable experience” as the Gros Islet Branch is also twinned with one of the Branches of TTUTA.

Trade Unionism – School from the Gros Islet branch and the Victoria District Teachers of TTUTA in Trinidad and Tobago have embarked on a Pen-Pal Program geared at improving children’s traditional writing skills as well as sharing experiences and their own local culture. To date Monchy Primary, St. Gabriel’s Girls, San Fernando Boys and Grande Riviere Primary are enrolled in the program. All schools from the branch were represented at the Shop-stewards’ workshop held in November of 2017. There is need to mobilize members at both Corinth and Grande Riviere Primary.

Social Responsibility – The Gros Islet Branch made a donation of EC\$500.00 to the Boys’ Training Centre (BTC) of Masade Gros Islet at the recently held District One Schools rally on the 21st of February, 2018 held at the Gros Islet Secondary School’s Auditorium. The branch has also engaged the centre in commencing a mentorship programme at the school to provide support and guidance to the young boys at the facility.

Issues and areas concern by members

Biennial Report April 2016 – March 2018

Capacity building training in grievance handling, conflict resolution at the work place; Ineffective security at the work place; Poor conditions of aging physical plants; increases in termite and mould/mildew cases at our schools

Up Coming Activities

- Teacher of the Year Awards; Teachers Got Talent Show

The executive would like to express sincerest gratitude to all new as well as returning members of the Gros Islet Branch, other Branch Reps, the National Executive and Gros Islet Private Sector for all their support. Special thanks to Mr. Peter Louisy during his tenor as our convener.

Photos of Branch Activities 2017 – 2018



Biennial Report April 2016 – March 2018



DENNERY BRANCH

Branch Report

The Executive of the Dennery Branch was elected on November 23, 2017. The executive is comprised of: President – Simmons Jules, Vice President – Caline Doxillie, secretary – Devon Stanley, Treasurer – Enda Poilus Edward, Public Relations Officer – Ramel Poilus, Assistant Secretary – Jennifer Regis. The executive has since held meetings to set goals and objectives for the next biennium.

The executive understands the importance for revival and growth within the branch. For this reason, one of the main mandates set by the executive is the education of shop stewards and members by extension. In addition, the executive has also scheduled school visits within the third term of the school year. These visits are geared at fostering good relations with school principals and teachers, reminding members of the importance of the union and moreover creating a better image of the St. Lucia Teachers' Union among the teachers. Furthermore, the executive will

Biennial Report April 2016 – March 2018

embark on a membership drive in an effort to educate nonmembers on the mandate of the St. Lucia Teachers' Union.

Additionally, a series of activities have been planned to help foster unity within the Dennery Branch of the St. Lucia Teachers' Union. We are hopeful and look forward to this being a productive year for the Dennery Branch and the beginning of things to come.

CHOISEUL BRANCH REPORT

Teachers' Week Activities

The Choiseul Branch of the St. Lucia Teachers' Union planned a variety of activities to celebrate Teachers' week 2017. The scheduled activities were as follows:

Sunday 1st October, 2017 – Memorial Service for deceased Teachers of the Branch under the theme “**Teachers Remembering Teachers**”. This activity was held at the La Fargue Community Centre and commenced at 7 p.m. A list of the deceased teachers from our branch had been identified and their families were contacted. Family members were invited to attend the memorial service as well as to take part in the main activity for the night which was the lighting of Floating lanterns for the deceased member. Also in attendance was the St. Lucia Teachers' Union President – Mr. Jullian Monroe.

Monday 2nd October, 2017 – A few Branch members joined with the entire Teachers Union at a Beach Bash which took place at Kalime Beach in Paiye.

Tuesday 3rd October, 2017 – Branch Education Activity. The theme for this activity was “**Literacy in the Digital World - Overcoming the Challenge**”. The venue for this activity was the Piaye Secondary School and the Presenter Mr. Germaine Anthony. All teachers of District Seven were invited to the Education Activity.

Biennial Report April 2016 – March 2018

Thursday 5th October, 2017 – International Teachers’ Day. Branch Social Activity. This year the branch decided to have the Social Activity to a different venue. The new venue this year was Shackaville at La Pointe. The branch Social remains an activity where teachers socialize and engage in different games as well as karaoke.

After a postmortem of teachers week, the executive thought that it was successful. However, the numbers for the Social were smaller than anticipated. The executive agreed that the previous venue may be reconsidered.

Shop Steward Lime

The executive and shop-stewards of the Choiseul Branch have made it mandatory to have our executive social. In January 2018, the executive and shop stewards planned a night out where they appreciated their efforts as shop stewards and executive. They met together for dinner and invited the President Mr. Monroe who was also in attendance. After dinner the group engaged in a karaoke session.

The list of Executive and Shop Stewards of the Choiseul Branch are as follows:

President:	Ms. Dahlia Nuptial
Vice President:	Mr. Nigel Mitchel
Secretary:	Ms. Cyria Lafeuillee
Treasurer:	Mr. Alvah Charles
Piaye Secondary:	Ms. Reine Joseph
Piaye Primary:	Mrs. Sharline Pologne-Edgar
Saltibus:	Ms. Renita Bondiemaitre
Riviere Doree:	Mrs. Lerona Jean-Alcindor
Roblot:	Ms. Emlyn Pamphile
Mongouge:	Ms. Leanda Peter
Delcer:	Ms. Kate St. Martin
Dugard:	Ms. Tesa Osman
Reunion:	Ms. Janice Athil
Choiseul Secondary:	Ms. Enda Charles & Ms. Agatha Eugene

Biennial Report April 2016 – March 2018

The team has held its monthly meetings successfully.

Branch Fundraiser

The executive and shop stewards of the Choiseul Branch arranged a valentines' raffle. The winners of this raffle were:

1st Prize: Ms. Kate St. Martin who won dinner for two at Orlando's Restaurant in Soufriere.

2nd Prize: Ms. Patricia Palton who won dinner for two at Nelly's Restaurant in Blackbay, Vieux Fort

3rd Prize: Ms. Veronica William who won a pedicure at Light Hands Salon in La- Fargue.

Social Activity

The executive planned an Independence Walk for Teachers of the Choiseul Branch to foster greater health practices amongst our teachers as well as create an awareness of and improve National Pride or a sense of Patriotism within the community. The activity was dubbed, a "*Patriotic Independence Walk*".

This activity took place on the morning of 22nd February, 2018 from 6:30 a.m. commencing La Fargue Choiseul and a culminating point of the Piaye Beach. Teachers were required to pay a registration fee of \$1.00. During the walk participants were provided with water for hydration. On completion, Teachers engaged in an aerobics session led by one of the teachers in the branch, in the person of Mr. Davidson Lionel. Participants were also provided with bakes and cocoa tea for breakfast along with fruits and drinks. Participants also received participation medals sponsored by The District representative and the Curriculum Officer for Sports Ms. Theophila Charles. Participants engaged in a number of games e.g. tug of war, balloon pop and water balloon to name a few. The Choiseul Branch extends its gratitude to the sponsors of this activity: Blue waters, SMJ Beverages, Windward and Leeward Brewery, Trans Caribbean, District Representative – Hon. Bradley Felix and Ms. Theophila Charles. The branch has decided to make the Independence walk an annual event.

Biennial Report April 2016 – March 2018

The Executive and Shop stewards are in the process of finalizing the Calendar of Activities for the Year. We have kept the theme: “Teachers Valuing Teachers”. We have agreed to continue to include ALL retired teachers in our branch to all our activities, especially our past shop stewards.