

Bargaining Backgrounder

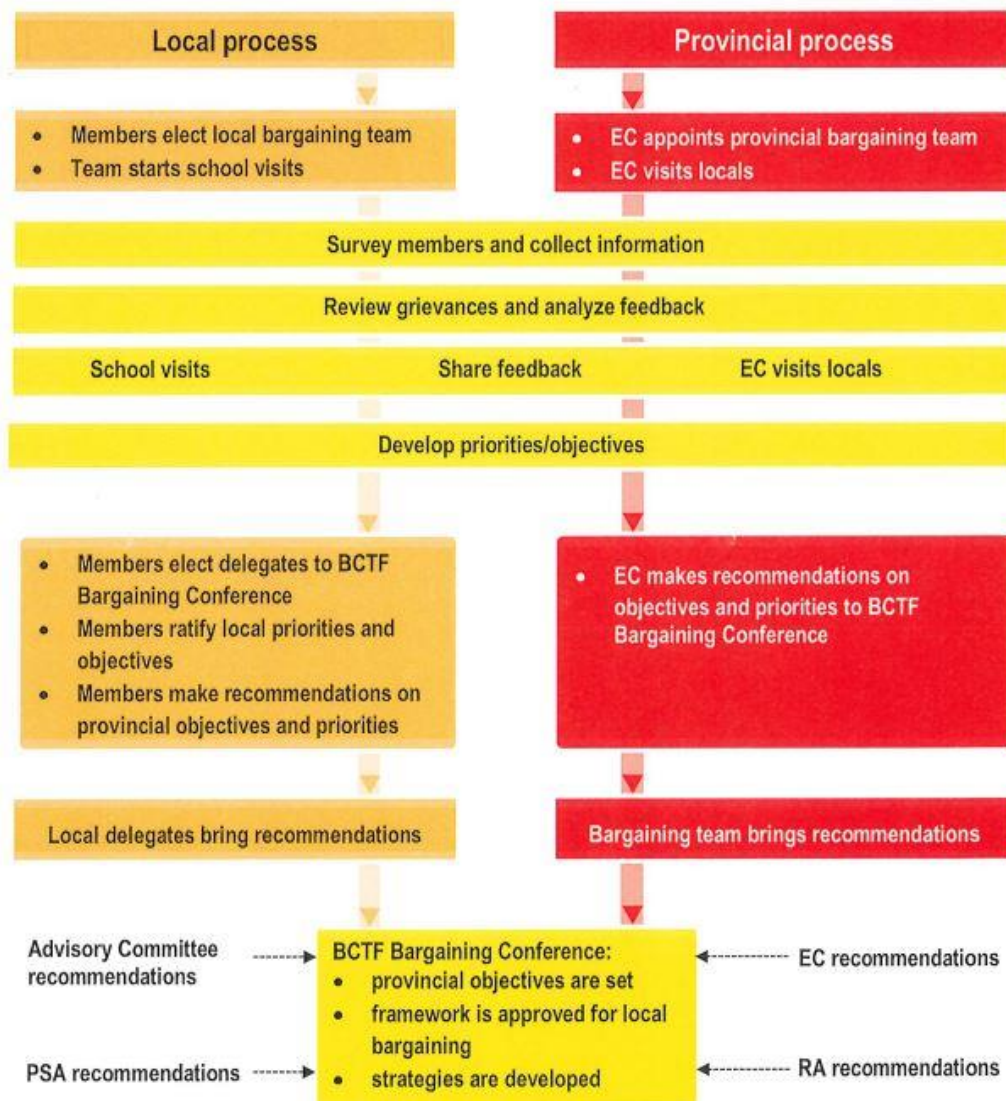
Welcome colleagues, the purpose of this document is to provide some background on the bargaining process. There are helpful links, graphs and explanations. Because we have a rich and complex history of bargaining in education we have chosen to highlight some of the key aspects that will support your decision making through this next round of bargaining.

Education bargaining in BC is divided into two parts. Provincial issues are bargained by the BC Public Schools Employers' Association (BCPSEA) and the BC Teachers' Federation (BCTF). Generally, provincial issues involve money. Local issues are bargained between the local school district and the local union, so in our case the Burnaby School Board and the BTA. The division of issues is determined by legislation called PELRA (Public Education Labour Relations Act), which can be found here

<https://bcpsea.bc.ca/wp-content/uploads/2019/07/44-LSB-LOU-01-Desig-Prov-Local-Matters.pdf>

SETTING LOCAL AND PROVINCIAL BARGAINING OBJECTIVES

A bargaining flowchart outlining the process for determining local and provincial bargaining objectives. These are parallel processes, but the stages may not always take place at the same time.

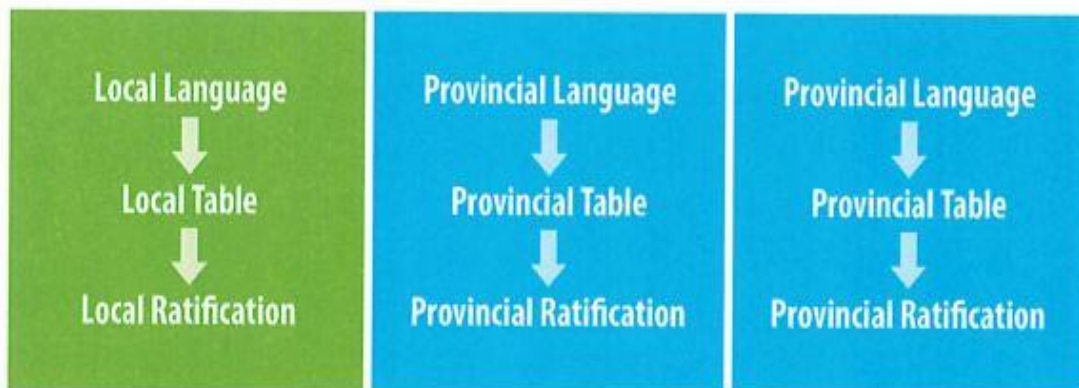


Where does language get bargained?

Green means **GO** for local bargaining

Local Language Negotiated Locally	Local Language Negotiated Provincially	Provincial Language Negotiated Provincially
<p>For example:</p> <ul style="list-style-type: none"> • Post & filling of positions • Layoff & recall • Non-discrimination • Staff committee • Access to information • Most non-cost items <p>And other items currently listed in Appendix 2* of the Collective Agreement</p> 	<p>Pre-1994 language locals might have pertaining to items currently listed in Appendix 1* of the Collective Agreement</p> <p>For example:</p> <ul style="list-style-type: none"> • Allowances • Workload • Time worked • Paid leaves unique to your local 	<ul style="list-style-type: none"> • Salary • Benefits • Workload • Time worked • Paid leaves <p>And other items currently listed in Appendix 1* of the Collective Agreement</p>
Bargained locally	Bargained provincially	Bargained provincially

Process



*Appendix 1 and Appendix 2 are found in LOU No. 1 of the 2019–2022 Collective Agreement and define the local/provincial split of issues. The split of issues is negotiable at the provincial table, within the parameters of the Public Education Labour Relations Act.

The BCTF holds a bargaining conference to determine issues for provincial negotiations. Each local, as per the member guide stipulations, sends a delegation of members who debate, deliberate and decide our provincial objectives along with colleagues from every local in the province. Information about this conference can be found in BCTF members guide in section G of the BCTF members guide <https://www.bctf.ca/topics/services-information/governance/members-guide-to-the-bctf>

Next Bargaining Conference May 22-23, 2024

The BTA determines bargaining objectives for the provincial and local items at General Meeting. Draft proposal of objectives are brought forward by the local Bargaining and Working and Learning Conditions committee, as well, members bring their own proposed objectives. These items are discussed, debated, amended and finally adopted and sent forward as objectives for both the local and provincial table.

Next local General Meeting where objectives will ratified February 06, 2024

Overall then, many of the collective agreement clauses are provincial, so the same for all teachers in BC. However, successive rounds of bargaining have sometimes allowed locals to keep their better or superior provisions. Local collective agreements may have many differences in their clauses.

Bargaining teams:

Provincial: The BCTF does a general call out for members to apply to the provincial bargaining team, and the BCTF Executive Committee appoints members (3.G.06 members guide)

Local: A local team is elected from members of the Bargaining and Working and Learning Conditions committee. (Local policy 9.A.02.e)

How can you get involved?

Fill out the bargaining survey
Join a local issue session on bargaining
Attend the General Meeting on February 6 th to vote on local and provincial objectives
Read BTA newsletter (Report from Henning Drive) for updates
Make sure you are signed up for BCTF emails to get provincial updates
Reach out to the local office if you have questions, we can answer them or point you in the right direction

