



# Bargaining Bulletin

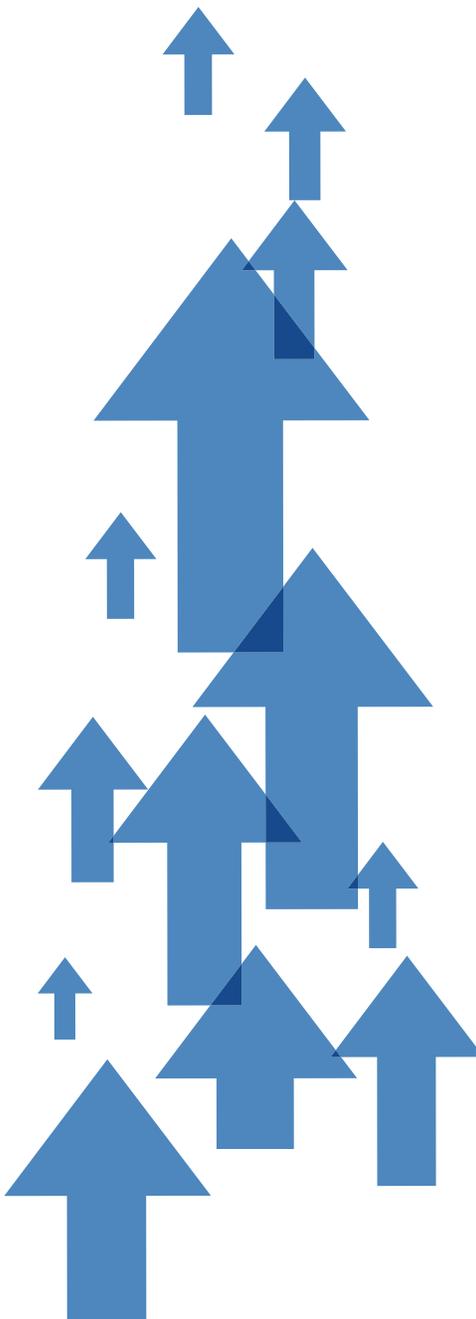
JUNE 2018

## Surrey Bargaining Committee Goals

- Identify Provincial and Local priorities and strategies
- Inform BCTF Executive and Bargaining Team of Surrey Teachers' Provincial Bargaining Objectives
- Represent Surrey and its directions at BCTF Bargaining Conference for Provincial matters
- Negotiate improvements to Local Language in a new Collective Agreement with SD36

## Provincial Bargaining Timeline

- June 13, 2018 – Surrey voted on motions to the BCTF Bargaining Conference
- July 15, 2018 – Provincial resolutions from Locals due
- August 13, 2018 – Provincial Bargaining Team appointed
- August 2018 - Summer Conference (Local Bargaining Chairs meet)
- September 2018 – Selecting STA Delegates to Bargaining Conference
- October 2018 – Training Bargaining Conference delegates
- October 26-27, 2018 – Provincial Bargaining Conference
- Setting Provincial Bargaining Objectives
- December 1, 2018 – Request to open Bargaining between BCTF/BCPSEA
- March 2019 – Negotiations with BCPSEA/BCTF must open
- Goal: Collective Agreement signed on or before July 1, 2019



## Surrey Bargaining Committee

- Current Committee - Kevin Amboe, Violette Baillargeon, Mykola Misiak, Jatinder Bir, Samara Bassett, Laura Barker, Sue Heuman, Jennifer Kimbley & current president (Gioia Breda)
- Special thanks to Bhupinder Mattoo and Joanna Cerazy for their work on the committee
- Welcome Erin Coleman, our new Elementary Rep elected at June 13, 2018 STARA
- Congratulations to Jennifer Kimbley with her appointment to BCTF Communication & Campaign division. Her departure will create an opening for a new Elementary Bargaining Committee member (to be elected in September 2018).
- Matt Westphal will join the committee for 2018-2019 as incoming President

## Split of Issues

Prior to 1994, teachers in BC negotiated with their school boards directly to agree on collective agreement language. In 1994, PELRA (Public Education Labour Relations Act) removed full scope Local Bargaining. There are now portions of language that are negotiable at the Provincial Bargaining Table, and locally negotiated language that applies only to the local it was negotiated. In 1995, Letter of Understanding No. 1 identified which parts are provincial or local matters in 1995

Many locals have been successful in the last 24 years to achieve some improvements. For example, in the last local negotiations in Surrey, we were able to negotiate a sunset clause for letters of discipline.

It is very challenging when goals for bargaining have overlapping areas of both provincial and local scope. It is also challenging to look at other districts' collective agreement language as many of the differences were created more than 24 years ago and there has been minimal opportunity to make changes that might have provincial aspects.

To read the full list of the Split of Issues as defined in Letter of Understanding No. 1, you can read our collective agreement on pages 156 to 170 – <http://www.surreyteachers.org/documents/CollectiveAgreement/BCTFCollectiveAgreement2013-2019.pdf>.

### CLEARLY PROVINCIAL ITEMS

Salary, Benefits, Prep Time, Leaves of Absence, Hours of Work

### CLEARLY LOCAL ITEMS

Bulletin Boards, Local Dues, Job Sharing, Post and Fill

### ITEMS WITH POTENTIAL LOCAL AND PROVINCIAL ASPECTS

Part-time teachers – Employment Rights

### AREAS THAT ORIGINATED WITH LOCAL BARGAINING BUT CAN NOW ONLY BE CHANGED PROVINCIAALLY:

- Allowances for Positions of Special Responsibility
- Increment dates were determined locally but now can only be changed provincially

The challenge with these areas is that the Provincial Bargaining Team needs to negotiate on our behalf and they may have 60 locals with slightly different language.

## Complexity of Bargaining

We know that bargaining is a complex process. The first challenge is determining when to start meeting. It is required that the employer and union start negotiations no later than 90 days prior to the expiration of the Collective Agreement. We will be asking for an earlier start date than March 31, 2019.

Once we have agreement on a starting date, we will need to establish a protocol agreement. It may seem like a formality; however, details in protocol agreements include things like scheduling meetings, notice for meetings, location of meetings, notice for cancelling or rescheduling a meeting, the colour of paper that employer and union articles are presented on, who can attend meetings, and who can speak at the meetings. As simple as this sounds, it has taken extended discussions, and in previous years there were challenges such as the employer expecting we would not have teacher observers in meetings.

As the School Board is the official employer, we have asked and will ask again that an elected school trustee participate in bargaining. In the past, the employer representatives would not agree to this request and when we asked trustees directly, they stated they had delegated all authority to their representatives from Human Resources. While this could speed things up, the employer representatives were not able to independently agree to any proposals as they needed to check with BCPSEA first. In addition, the trustees did not see the act of bargaining, or hear presentations made by the union bargaining team so they did not know why the union was asking for certain things, and disagreeing with the employer's position on others. It is not unreasonable to request school trustees to be involved and several other districts have one or more trustees actively on the employer negotiating team.

### ACTIVITIES ALREADY IN PROCESS

- Bargaining Committee Meetings
- Joint meeting with Grievance Committee
- Bargaining training
- Bargaining Chair training
- WLC / BAC representation at BCTF
- Women in Negotiations (WIN)
- Provincial Survey (done)
- Zone Meetings
- Local Survey (in process)

### INFORMATION GATHERED SO FAR

- Previous Bargaining (2010, 2012) objectives and committee members
- STARA training and presentations (Jan 2018)
- School visits
- Presentations to Bargaining Committee
- Direct feedback from members
- Discussion with other locals at Bargaining Training and Zone Meetings
- Provincial Bargaining Survey
- Working with Grievance Officers

## Local Bargaining

Local bargaining enabled teachers to negotiate provisions in collective agreements that addressed the unique and varied conditions that exist from one district to another throughout the province. This ability was largely curtailed with the introduction of provincial bargaining in 1994. In those first rounds of provincial bargaining, the government and BCPSEA were successful in restricting the consideration of local issues by arguing that nearly everything had a cost impact and could therefore only be negotiated at the provincial level. The upshot, known as the split of issues, has become enshrined in the provincial agreement, and provides for only a few, minor items, such as the use of bulletin boards, to be negotiated at the local level.

An arbitrator has ruled recently in favour of the BCTF that the “split of issues” can be renegotiated. This ruling opened the door to meaningful local bargaining.

### LOCAL BARGAINING TIMELINE

- 2016 STA AGM - Bargaining Committee elected
- September 2018 – Bargaining Survey for Local objectives
- Fall 2018 SGM – To approve Local Bargaining objectives and strategies
- Local Bargaining Team writing specific language for priorities
- Request to open Local negotiations
- April 2019 – Negotiations with the district/STA must open
- Negotiations
- Agreement signed on or before July 1, 2019
- \*\* Currently no dispute resolution mechanism for local issues

## How Can You Be Involved?

- Take opportunities to observe Provincial and Local Bargaining
- Wear your ‘Proud to be a Surrey Teacher’ pin and engage in conversations with parents and public
- Share your story
- Support another union’s picket line



The local bargaining team is the voice of Surrey teachers at the bargaining table; however, you as members also have a strong voice. You have the ability to inform the public, parents, colleagues, friends and neighbours about the issues. The messages we provide at the bargaining table should resonate with you and the public.

## OUR MESSAGES ARE

### Provincially

- Salary Parity with other provinces to support recruitment and retention and address the teacher shortage
- Improvements to Benefits
- Improved language around Preparation time, Paid Leaves and Hours of Work
- Restoration of Class Size and Composition

### Locally

- Local Solutions for Local Issues
- Equity for our Members
- Updating stale language

You can make a difference. Keep yourself informed and speak to parents, colleagues, friends and neighbours. Talk in the grocery line. Talk at the soccer practice. Sound a little daunting? Dust off the “Know the numbers” brochure, and read the bargaining bulletins. We will be coordinating school visits in the coming school year to keep members informed and discuss strategies to successfully negotiate our next Collective Agreement.