



British Columbia Teachers' Federation

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By fax: 604-806-0933 v H.A. (m)

March 18, 2013

Attention: Legal Counsel

Dear :

**SUBJECT: BC Public School Employers' Association / School District No. 36 (Surrey)
-and- BC Teachers' Federation / Surrey Teachers' Association
GENERAL (Failure to Post [Internal Re-assignments]) Provincial Matters Grievance
BCTF File No.**

We confirm that the parties have agreed to settle the above-referenced grievance on the following terms:

1. Where an employee provides written notice to the School District of an intention to retire at the end of the school year during or at the end of round 2, the employer will provide employees with continuing assignments in the school an opportunity for internal reassignment into a vacancy before forwarding the vacancy to the human resources department for placement or posting. For clarity, the end of round 2 will be considered the date upon which the "Closed Report" is issued by Human Resources.
2. This settlement applies only to notices received prior to the commencement of round three. The parties disagree whether vacancies must be offered for reassignment when notice is provided after the commencement of round three. The position of the union is that internal reassignment must be offered even when notice is provided after the commencement of round three. The position of the employer is that internal reassignment does not have to be offered when notice is received after the commencement of round three. This settlement is without prejudice to the position of either party on that issue. This settlement is also without prejudice to the position of either party regarding vacancies at other times of the year.

Thank you for your cooperation in resolving this matter. Yours truly,

Legal Counsel

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