

## Implementation of Support Staff Settlements

This is the first of the *Support Staff Issues* bulletins that we will distribute to school boards as implementation and other issues arise with respect to administration of support staff collective agreements. This bulletin provides a brief update on implementation of the Framework Letter of Understanding (FLoU).

### Wage Adjustments

As part of the settlement FLoU, all support staff are to receive a 2% general wage increase effective July 1, 2006. Also effective July 1, 2006, trades certified employees will receive a further \$0.60 per hour. When applying these amounts, the 2% increase should first be applied to the base rate, and then the trades adjustment should be added where applicable. *Please see the attached example.*

The trades adjustment is not an allowance — it is a wage increase which is added to the trades base rate so the new rate derived is the one that is used for calculating any wage derived benefits such as overtime, sick leave, wage sensitive health benefits, etc.

**Note:** The general wage increase of 2% and the trades adjustments should be added to current and targeted wage rates where applicable, (i.e., job evaluation targeted rates).

### Trades Adjustments and Funding

Last week, the Support Staff Education and Adjustment Committee (the Committee), via BCPSEA, sent a letter to each school district Secretary Treasurer and Union Local advising which positions had been approved by the Committee to receive the trades wage adjustments. Where a district had hours/positions not approved, they may appeal as per the process outlined in the letter.

We are presently working with the Ministry of Finance and the Public Sector Employers' Council to get the funding out to school districts as soon as possible. If practicable, a district may implement the approved adjustments in advance of receiving the funding from the Committee.

### Collective Agreement Structure — FLoU

Many districts have called regarding how to incorporate the FLoU into their local collective agreement. There are two options:

1. attach the FLoU as an Appendix, or
2. attach the FLoU as a Reference Document.

## Collective Agreement Language — PEBT/LTD Benefits

CUPE Regional has advised us that during support staff bargaining, a number of locals indicated to districts that they would be presenting collective agreement language regarding participation in the Public Education Benefits Trust. For Bill 7 districts, apparently locals advised that they would table language to replace the outdated provisions originally inserted by Industrial Inquiry Commission #2 (IIC #2). For non-Bill 7 districts, it would be new language. In all cases, the unions advised that they had not yet received recommended language from CUPE Regional.

After discussions with CUPE Regional, both CUPE Regional and BCPSEA recommend the following language for districts and locals who wish to amend existing language or include new language. This language follows the language awarded by the IIC #2 with outdated sections eliminated.

- **For the original 44 districts (Bill 7) and their support staff unions:**

*The Parties have agreed to participate in the Public Education Benefits Trust (PEBT) and to place their dental, extended health and group life insurance coverage specified in this Article with the PEBT.*

*The Parties have further agreed to participate in the government funded “Core” long term disability plan and the Joint Early Intervention Service provided through the PEBT.*

- **For the expansion districts (non-Bill 7) and their support staff unions:**

*The Parties have agreed to participate in the Public Education Benefits Trust (PEBT) and to place their dental, extended health and group life insurance coverage specified in this Article. Participation in the PEBT will be in accordance with the May 22, 2006 Letter of Understanding between the BC Public School Employers’ Association and School Boards who are Signatories to this LOU and Support Staff Unions who are Signatories to this LOU.*

*The Parties have further agreed to participate in the government funded “Core” long term disability plan and the Joint Early Intervention Service provided through the PEBT.*

## Questions

If you have any questions regarding support staff collective agreement implementation, please contact

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# SupportStaff

ISSUES

BRITISH COLUMBIA  
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## Example: How to implement the wage increases and the trades adjustments

Classifications	Job #	Base Rate (last agreement final rate)	July 1/06 +2%	July 1/06 + \$0.60	July 1/07 +2%	July 1/07 + \$0.60	July 1/08 +2%	July 1/08 + \$0.60	July 1/09 +2%	July 1/09 + \$0.30
Carpenter		\$ 25.00	\$ 25.50	\$ 26.10	\$ 26.62	\$ 27.22	\$ 27.77	\$ 28.37	\$ 28.93	\$ 29.23
Special Ed Assistant		\$ 25.00	\$ 25.50		\$ 26.01		\$ 26.53		\$ 27.06	
Custodian		\$ 19.00	\$ 19.38		\$ 19.77		\$ 20.16		\$ 20.57	

*The above spreadsheet is intended to illustrate implementation for a job that will receive the trades/apprentice sponsor monies and others that do not get adjustments.*