

Labour Market Adjustment (LMA) Continuation

Through the implementation of the 2006 Framework Letter of Understanding (FLoU) between employers and support staff unions, many districts and locals were in receipt of Labour Market Adjustments (LMA) to support demonstrated recruitment and retention challenges. These LMAs were originally scheduled to expire June 30, 2010.

Many districts and locals expressed concern that the continuation or termination of LMAs is a collective bargaining issue and bargaining would not be completed by June 30, 2010. The Support Staff Education and Adjustment Committee (SSEAC) agreed to further extend the LMAs to June 30, 2011 and then again to December 31, 2011 using the remaining LMA funds. Those funds have now been fully expended.

As stated in [SSEAC Update 18](#), effective January 1, 2012, pursuant to terms outlined in article 17 of the Framework Letter of Understanding (2006-2010), a district and local union may address on-going recruitment or retention issues through the maintenance of labour market adjustments for some or all of the positions previously approved by the SSEAC.

This submission only applies to positions previously approved by SSEAC and is not intended to expand to new or different positions not previously granted a LMA by the SSEAC. The parties are to provide information regarding the current numbers of individuals in each position who received an approved LMA as well as the information required in paragraph 17 of the FLoU for each position the parties are seeking a continuation of the LMA.

Excerpt from FLoU (2006-2010)

Labour Market Adjustment Fund

17. Subject to the approval of the Committee, a district may address demonstrated recruitment or retention issues that can be objectively determined with reference to specific criteria, including:
 - i) Demonstrating evidence of recruitment or retention difficulties;
 - ii) Providing relevant market data that specifically includes employers likely to recruit from the public sector employer and employers that the public sector employer has recruited from;
 - iii) Identifying which occupations and the number of employees that will be affected by the adjustment;
 - iv) Identifying options for the size of the market adjustments, and identify the risks associated with each of the options; i.e. collective bargaining;
 - v) Demonstrating that the employer has provided significant training to employees in an occupation, and that a business case can be made for an adjustment.

Adjustments proposed under this paragraph must be funded through demonstrable cost neutral trade-offs.

Questions

Please direct any questions to Renzo Del Negro at 604.730.4511 or renzod@bcpsea.bc.ca.