

So What's Really on the Table?

Collective Bargaining Between the BC Public School Employers' Association
and the BC Teachers' Federation

June 19, 2014

This Backgrounder explains the key proposals the BC Teachers' Federation (BCTF) and the BC Public School Employers' Association (BCPSEA) now have on the table. A full costing of the BCTF proposals can be found [here](#).

Term and Wages	
BCTF Proposal	BCPSEA Proposal
<p>The BCTF proposes a five-year term (July 1, 2013 – June 30, 2018).</p> <p>The BCTF wage proposal includes a signing bonus and general wage adjustments:</p> <ul style="list-style-type: none"> ▪ July 1, 2013: \$5,000 signing bonus ▪ July 1, 2014: 3.5% ▪ July 1, 2015: 1.5% ▪ July 1, 2016: 1.5% ▪ July 1, 2017: 1.5% <p>The BCTF proposal also includes an additional increase equal to the difference between the actual GDP and the forecasted GDP to take effect on the first pay day after February 1 in the collective agreement year.</p> <p>The BCTF is also seeking:</p> <ul style="list-style-type: none"> ▪ “Shortening” of the teacher salary grid from 10 steps to 8 steps by removing the first two steps on the grid ▪ Restoration of three salary grid categories removed during the salary harmonization process in 2006 ▪ Increases to all allowances by a set percentage. 	<p>BCPSEA proposes a six-year term (July 1, 2013 – June 30, 2019) with an optional seven-year term (expiry June 30, 2020), which would attract an additional increase (see below).</p> <p>Date of Ratification: \$1,200 signing bonus per FTE teacher if agreement reached by June 30, 2014, prorated for teachers who work less than full time or who started during the school year. TTOCs are also eligible for the signing bonus, which will be calculated on the proportion of time actually worked relative to a full time, full year employee.</p> <p>July 1, 2014 – 1.0%</p> <p>February 1, 2015 – 2.0%</p> <p>May 1, 2016 – Economic Stability Dividend (ESD)</p> <p>July 1, 2016 – 1.0%</p> <p>May 1, 2017 – ESD</p> <p>July 1, 2017 – 0.5%</p> <p>May 1, 2018 – 1.0% plus ESD</p> <p>July 1, 2018: 0.5%</p> <p>May 1, 2019: 1.0% plus ESD</p> <p>If a seven-year term is agreed to, additional increases as follows:</p> <p>July 1 2019 – 0.5%</p> <p>May 1, 2020 – 1.0%</p> <p>BCPSEA also proposes a residual compensation allocation — a collaborative process to allocate the remaining \$11 M from the total compensation package.</p>

Preparation Time	
BCTF Proposal	BCPSEA Proposal
<p>The BCTF proposes increases to preparation time as follows:</p> <ul style="list-style-type: none"> ▪ Elementary <ul style="list-style-type: none"> ○ Effective July 1, 2014 - 120 minutes ○ Effective July 1, 2015 - 150 minutes ○ Effective July 1, 2016 - 180 minutes ▪ Secondary (current provision is 194 minutes (12.5%) per instructional week): <ul style="list-style-type: none"> ○ Effective July 1, 2016 – an additional one (1) day ○ Utilization at full discretion of the teacher ○ A classroom move would result in awarding of two additional days of preparation time ○ All preparation time “lost” (e.g., due to statutory holidays, non-instructional days, and meetings) to be “made up” ▪ The BCTF is also proposing that teachers teaching on call (TTOCs — substitute teachers) would receive the same preparation time as a regular teacher, or pay in lieu. 	<p>Negotiable, subject to the residual compensation allocation (see Term and Wages on page 1) and sound educational practice.</p>
Teachers Teaching on Call (TTOCs)	
BCTF Proposal	BCPSEA Proposal
<p>The BCTF is seeking increases to wages for teachers teaching on call (TTOCs, also known as substitute teachers), including:</p> <ul style="list-style-type: none"> ▪ Placement on the teacher salary grid from day one to a maximum of Category 5, Step 9 ▪ Experience credit: 170 days = one year for all TTOCs (with superior provisions) ▪ Where no replacement of BCTF member on union leave, union should only reimburse salary cost of a TTOC ▪ Minimum call-out of 0.5 day ▪ Addition of vacation pay ▪ Call-out of greater than 0.6 would equal a full day ▪ Increase benefits in lieu daily payment from \$3.00 to \$20.00 	<ul style="list-style-type: none"> ▪ Placement on teacher salary grid from day one to a maximum of Category 5, Step 6 ▪ Experience credit: 180 days = one year for all TTOCs (standard provision) ▪ Full reimbursement for TTOCs used to replace BCTF members on union leave ▪ Employer prepared to pay the full cost of a TTOC instead of the replacement cost of the BCTF member on union leave where no replacement is required. ▪ Resolution of outstanding grievances with respect to the above two matters.

Benefits	
BCTF Proposal	BCPSEA Proposal
<ul style="list-style-type: none"> ▪ Coverage for teachers on the Salary Indemnity Plan (SIP — long-term disability) to be the same as teachers who are actively at work ▪ Upon the teacher’s death, continuation of benefits for dependents for a period of 12 months ▪ Mandatory participation in the benefits plan. <p>Improvements to the extended health benefits plan:</p> <ul style="list-style-type: none"> ▪ Open formulary drug plan ▪ Inclusion of fertility drugs ▪ Medical services and supplies ▪ Hearing aids phased in from \$1,500 – 2,500 ▪ Orthotics phased in from \$300 - \$400 ▪ Vision phased in from \$300 - \$400 ▪ Paramedicals phased in from \$600 - \$700 ▪ Massage Therapy - \$3,000 per year maximum with a doctor’s prescription. <p>The BCTF is seeking the following improvements to the dental plan:</p> <ul style="list-style-type: none"> ▪ A phased transition <u>from</u> the current plan: <ul style="list-style-type: none"> ○ 100% Plan A ○ 60% Plan B ○ 60% Plan C - \$4000 limit <p><u>to:</u></p> <ul style="list-style-type: none"> ○ 100% Plan A ○ 75% Plan B ○ 60% Plan C (\$5,000 limit) <p>The BCTF also proposes that the employer have no ability to change benefits carriers without the prior agreement of the union.</p>	<p>Negotiable, subject to the residual compensation allocation (see Term and Wages on page 1).</p>
Pregnancy/Parental Supplemental Employment Benefits (SEB)	
BCTF Proposal	BCPSEA Proposal
<ul style="list-style-type: none"> ▪ Include all definitions of parents including birth fathers and adoptive parents ▪ Top-up of 100% for pregnancy leave ▪ Top-up of 60% for parental leave 	<ul style="list-style-type: none"> ▪ Update provisions in districts to reflect the current provisions of the <i>Employment Standards Act</i> and standardize the provision. ▪ SEB negotiable, subject to the residual compensation allocation (see Term and Wages on page 1).

Professional Development Funding	
BCTF Proposal	BCPSEA Proposal
<p>The BCTF proposes that each teacher employee would receive the following funding:</p> <ul style="list-style-type: none"> ▪ October 1, 2014 - \$350 <p>For each year following, increase the same as applied to salary grid</p> <ul style="list-style-type: none"> ▪ October 1, 2015 - 1.5% ▪ October 1, 2016 – 1.5% ▪ October 1, 2017 – 1.5% <p>AND, each teacher employee receiving the Recruitment and Retention allowance would also receive:</p> <ul style="list-style-type: none"> ▪ October 1, 2014 - \$800 <p>For each year following, increase the same as applied to salary grid</p> <ul style="list-style-type: none"> ▪ October 1, 2015 - 1.5% ▪ October 1, 2016 – 1.5% ▪ October 1, 2017 – 1.5% 	<p>Negotiable, subject to the residual compensation allocation (see Term and Wages on page 1).</p>
Class Size and Composition	
BCTF Proposal	BCPSEA Proposal
<p>The BCTF has proposed an interim solution of a Workload Fund of \$225 M per year for class size composition and staffing ratios:</p> <ul style="list-style-type: none"> ▪ Sole use is for hiring new teachers ▪ Creation of a staff allocation plan at the school between local union and principal ▪ School district/Union to review school plans and determine allocations to schools ▪ Supreme Court decision at highest level becomes the collective agreement language in addition to the Workload Fund. <p>Pending the court decision, if the BCTF is successful it is of the view that there would be a return to the 2001 class size/class composition/nonenrolling teacher ratios.</p> <p>If unsuccessful, the BCTF proposes the \$225 M per year would be enshrined in the collective agreement.</p> <p>If this alternate proposal is accepted, the BCTF would withdraw its original proposal on class size/composition/nonenrolling teachers.</p>	<ul style="list-style-type: none"> ▪ Class sizes currently contained in legislation (the <i>School Act</i>) to be included in the collective agreement. ▪ Learning Improvement Fund (\$75M) moved into the collective agreement to address issues of class size and composition. ▪ Joint fact-finding committee to establish an improved base of information regarding non-enrolling teachers and other specialists. ▪ Process to allow court action to unfold regarding the BC Supreme Court decisions, and revisit outcomes at a later date.

Evaluation	
BCTF Proposal	BCPSEA Proposal
No change.	Evaluation is for the purposes of providing feedback, and the employees and the employer with the opportunity and responsibility to address concerns. Where a grievance proceeds to arbitration, BCPSEA is seeking a provision that the arbitrator must consider these purposes, and will not dismiss the evaluation solely on procedural breaches.
School Calendar	
BCTF Proposal	BCPSEA Proposal
No change.	BCPSEA is seeking the flexibility to implement alternate school calendars without requiring union permission. The employer recognizes a process is necessary to consult with the union and to meet the spirit and intent of the language of the collective agreement.

Further resources are available on the BCPSEA [website](#). In addition, current fact sheets on class size, composition, student achievement and funding are available on the Ministry of Education's [Newsroom page](#).

BCPSEA has reiterated its desire to conclude a collective agreement by June 30, 2014. We will continue to provide updates and clarify information as events progress.

Please contact Mike Roberts at 604 730 4519 or miker@bcpsea.bc.ca if you have any questions.