

## Compensation Proposals on the Table

At the provincial bargaining session with the BC Teachers' Federation (BCTF) on February 14, 2014, the BC Public School Employers' Association tabled a comprehensive package of proposals for discussion, including our total compensation proposals. The BCTF tabled its wage proposal at the provincial bargaining session on March 7 (after announcing the results of its strike vote on March 6), although the details associated with the wage proposal still need to be canvassed.

The purpose of this *For the Record* is to identify the differing positions of the parties on key proposals that have compensation implications.

BCTF	BCPSEA
<b>Wages</b>	
<p>The BCTF wage proposal includes general wage adjustments:</p> <ul style="list-style-type: none"> <li>▪ July 1, 2013: 3% increase</li> <li>▪ July 1, 2014: 3% increase</li> <li>▪ July 1, 2015: 3% increase</li> </ul> <p>And cost-of-living adjustments (COLAs) effective:</p> <ul style="list-style-type: none"> <li>▪ January 1 2014 – <b>0.75% of COLA (REVISED APRIL 22, 2014)</b></li> <li>▪ January 1, 2015</li> <li>▪ January 1, 2016.</li> </ul> <p>The union said its COLA proposal means that each increase would be a percentage equal to the percentage increase in cost of living in the previous year. The BCTF said that matters such as the choice of index and the exact time frame for measurement would be subject to negotiation. This, plus the unpredictability of future inflation, makes it impossible to quantify.</p> <p>A conservative estimate of future inflation indicates the proposed COLA would produce well over 3%. Together with the defined wage proposal (which compounds to 9.3%), this would result in an increase of approximately 13.5% over three years.</p> <p>The BCTF is also seeking:</p> <ul style="list-style-type: none"> <li>▪ “Shortening” of the teacher salary grid from 10 steps to 8 steps by removing the first two steps on the grid</li> </ul>	<p><b>REVISED APRIL 23, 2013</b></p> <p>The revised wage proposal tabled by BCPSEA on April 22, 2014 includes:</p> <ul style="list-style-type: none"> <li>▪ <b>Date of ratification – 1.75% with 0.75% of it contingent on savings derived through modifications to the collective agreement.</b></li> <li>▪ Consistent with the settlement pattern established through agreements concluded with other major public sector unions in the province, a 5.5% increase over five years (0% - 1% - 1.5% - 1.5% - 1.5%) <b>totalling 7.25% over six years</b></li> <li>▪ Plus additional increases if the provincial GDP improves greater than predicted over the first six years of a proposed 10-year agreement, plus</li> <li>▪ A full re-opening of wage, benefit, and all policy matters at the six-year point of the agreement, including the opportunity for binding arbitration if agreement is not reached.</li> </ul>

BCTF	BCPSEA
<ul style="list-style-type: none"> <li>▪ Restoration of three salary grid categories removed during the salary harmonization process in 2006</li> <li>▪ Increases to all allowances by a set percentage.</li> </ul> <p>Further, the BCTF is seeking increases to wages for <b>teachers teaching on call (TTOCs, also known as substitute teachers)</b>, including:</p> <ul style="list-style-type: none"> <li>▪ Addition of vacation pay</li> <li>▪ Placement on the teacher salary grid from day one of the assignment (rather than the current daily rate)</li> <li>▪ Minimum call-out of 0.5 day</li> </ul> <p>Call-out of greater than 0.6 would equal a full day.</p>	<p><b>REVISED APRIL 9, 2014</b></p> <p><b>A counter-proposal package, which includes:</b></p> <ul style="list-style-type: none"> <li>▪ <b>TTOCs to be paid on scale from day one to a maximum of the rate at Category 5, Step 5</b></li> <li>▪ <b>Standardized experience credit of 180 full-time equivalent days equalling one year of experience, as well as increment awarded in the month following the month in which it is earned</b></li> <li>▪ <b>Agreement of the union to reimburse all benefit costs where a TTOC replaces an employee on union leave.</b></li> </ul>
<p><b>TTOC Employment</b></p>	
<ul style="list-style-type: none"> <li>▪ Seniority call-out</li> <li>▪ <b>Experience credit of 170 days or part-days equalling one year’s experience.</b></li> </ul>	<ul style="list-style-type: none"> <li>▪ See package above.</li> </ul>
<p><b>Benefits</b></p>	
<ul style="list-style-type: none"> <li>▪ Coverage for teachers on the Salary Indemnity Plan (SIP — long-term disability) to be the same as teachers who are actively at work</li> <li>▪ Upon the teacher’s death, continuation of benefits for dependents for a period of 12 months</li> <li>▪ Mandatory participation in the benefits plan.</li> </ul> <p>Improvements to the <b>extended health benefits</b> plan:</p> <ul style="list-style-type: none"> <li>▪ Open formulary drug plan</li> <li>▪ Inclusion of fertility drugs</li> <li>▪ Medical services and supplies</li> <li>▪ Hearing aids phased in from \$1,500 – 2,500</li> <li>▪ Orthotics phased in from \$300 - \$400</li> <li>▪ Vision phased in from \$300 - \$400</li> <li>▪ Paramedicals phased in from \$600 - \$700</li> <li>▪ Massage Therapy - \$3,000 maximum with a doctor’s prescription.</li> </ul> <p>The BCTF is seeking the following improvements to the <b>dental plan</b>:</p> <ul style="list-style-type: none"> <li>▪ A phased transition <b>from</b> the current plan:             <ul style="list-style-type: none"> <li>○ 100% Plan A</li> <li>○ 60% Plan B</li> <li>○ 60% Plan C - \$4000 limit</li> </ul> </li> </ul> <p><b>to:</b></p> <ul style="list-style-type: none"> <li>○ 100% Plan A</li> <li>○ 75% Plan B</li> <li>○ 75% Plan C (no limit)</li> </ul> <p>The BCTF is also proposing that the employer have <b>no ability to change benefits carriers</b> without the prior agreement of the union.</p>	<ul style="list-style-type: none"> <li>▪ Negotiable, subject to the compensation mandate.</li> <li>▪ A full re-opening of wage, benefit, and all policy matters at the six-year point of the agreement, including the opportunity for binding arbitration if agreement is not reached.</li> </ul>

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<b>Pregnancy/Parental Supplemental Employment Benefits (SEB)</b>	
<ul style="list-style-type: none"> <li>▪ Include all definitions of parents including birth fathers and adoptive parents</li> <li>▪ Top-up of 100% for pregnancy leave</li> <li>▪ Top-up phased in for parental leave from 60% to 70% for full period.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Update provisions in districts to reflect the current provisions of the <i>Employment Standards Act</i> and standardize the provision</li> <li>▪ SEB to remain unchanged.</li> </ul>
<b>Professional Development Funding</b>	
<p>The BCTF is proposing that each teacher employee would receive the following funding:</p> <ul style="list-style-type: none"> <li>▪ October 1, 2013 - \$300</li> <li>▪ October 1, 2014 - \$400</li> <li>▪ October 1, 2015 - \$500</li> </ul> <p>AND, each teacher employee receiving the Recruitment and Retention allowance would also receive:</p> <ul style="list-style-type: none"> <li>▪ October 1, 2013 - \$800</li> <li>▪ October 1, 2014 - \$900</li> <li>▪ October 1, 2015 - \$1,000</li> </ul>	<p>Negotiable, subject to the compensation mandate.</p>
<b>Preparation Time</b>	
<p>The BCTF is proposing increases to preparation time as follows:</p> <ul style="list-style-type: none"> <li>▪ Elementary                             <ul style="list-style-type: none"> <li>○ Effective July 1, 2013 - 120 minutes</li> <li>○ Effective July 1, 2014 - 160 minutes</li> <li>○ Effective July 1, 2015 - 200 minutes</li> </ul> </li> <li>▪ Secondary (current provision is 12.5% + 2 days)                             <ul style="list-style-type: none"> <li>○ Utilization at full discretion of the teacher</li> <li>○ A classroom move would result in awarding of two additional days of preparation time</li> <li>○ All preparation time “lost” (e.g., due to statutory holidays, non-instructional days, and meetings) to be “made up”</li> </ul> </li> <li>▪ 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.</li> </ul>	<p>Negotiable, subject to the compensation mandate and sound educational practice.</p>

<b>Sick Leave</b>	
BCTF is proposing no change.	BCPSEA proposes standardizing the sick leave provision for teachers in all 60 public school districts, which would include. <ul style="list-style-type: none"><li>▪ Capping the maximum accumulation of unused sick leave at 120 days (for teachers who have more than 120 days in their sick leave banks, those banks would be grandparented)</li><li>▪ As soon as eligible, the teacher must go onto long-term disability (LTD)</li><li>▪ On acceptance of this sick leave proposal, teachers would receive a wage increase of 0.5%.</li></ul>

Please refer to [For the Record No. 2014-02](#), dated March 6, 2014, for a review of the parties' respective proposals on class size and teacher workload.

BCPSEA and the BCTF will be back at the bargaining table April 1-3, 2014 with 13 dates scheduled through the month of April. BCPSEA will continue to provide updates and clarify information as events progress.

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