



BC TEACHERS' FEDERATION
Bargaining Proposal—2014

Proposal Number: U63

Date: June 3/14 Time: 10:53

ARTICLE B.2 TEACHER TEACHING ON CALL PAY

1. The employer will ensure compliance with vacation provisions under the Employment Standards Act in respect of the payment of vacation pay.
2. For the purposes of Employment Insurance, the employer shall report, for a teacher teaching on call, the same number of hours worked as would be reported for a day worked by a teacher on a continuing contract.
3. A teacher teaching on call shall be entitled to the mileage/kilometre allowance, rate or other payment for transportation costs as defined by the collective agreement for which the employee he/she is replacing is entitled to claim.
4. Teachers teaching on call shall be eligible, ~~subject to plan limitations,~~ to participate in the benefit plans in the Collective Agreement, provided that they pay the full cost of benefit premiums.
5. Teachers teaching on call shall be paid an additional compensation of:

July 1, 2014 \$10.00

July 1, 2015 \$20.00

~~\$3-\$25~~ ~~over daily rate~~ for each day worked, in lieu of benefits. This benefit will be prorated for part days worked but ~~will~~ in no case will be less than:

July 1, 2014 \$5.00

July 1, 2015 \$10.00

~~\$1.50-\$12.50. Any and all provisions in the Previous Collective Agreement that provided additional or superior provisions in respect of payment in lieu of benefits shall remain part of the Collective Agreement. Effective July 1, 2016 and thereafter the compensation will increase by the same percentage as any salary increase.~~

6. Rate of Pay

a. Employees who are employed as teachers teaching on call shall be paid the rate specified below for each the first full day worked for the first three (3) days. Any provision in the Previous Collective Agreement which provides a superior daily rate shall remain part of the Collective Agreement.

i. Effective July 1, 2013 the rate shall be \$220.32.

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ii. Thereafter the rate shall be increased on the same schedule and by the same percentage as the salary increase.

~~b. On the fourth consecutive and subsequent days worked in an assignment or assignments, a teacher teaching on call shall be paid 1/189th of his/her category classification and experience or at Category 4 Step 0, which ever is the greater amount, for each full day worked. Such payment on scale shall be retroactive to the first day worked.~~

A teacher teaching on call will be paid a daily rate of 1/189th of her/his category classification and experience level for each day worked on the second consecutive day worked, subject to B.2.8.h. *Such payment on scale shall be retroactive to the first day worked.*

7. A teacher teaching on call will be paid on the same schedule as contract employees.

8. No teacher teaching on call shall receive less than the daily rate set out in clause 6 above for a full day of work in any school or worksite.

a. A teacher teaching on call who is called for less than a full day, but whose assignment includes service in both the morning and afternoon sessions, shall be paid for a full day as specified in clause 6., above.

b. A teacher teaching on call called for a full day and not utilized, or utilized for only a portion of that day, or whose assignment is cancelled, as specified in clause 6 above and not reassigned shall be compensated as follows:

i. if called in for a full day or more than half a day shall be paid for a full day as specified in clause 6, above.

ii. if called in for a half day or less shall be paid a half (0.5) day's pay.

c. The minimum rate of pay for any call out shall be one-half (0.5) of the daily rate.

- d. Payment for a full morning, full afternoon or full evening session shall be one-half (0.5) of the daily rate or the percentage of the school's instructional day completed, whichever is the greater amount.
- e. Notwithstanding clause 8.c., above, a teacher teaching on call who works more than ~~6~~ 0.5 of a day in the morning session shall be paid for the percentage of the time worked a full day.
- f. ~~A teacher teaching on call who is assigned to a full morning session which equals six-tenths (.6) of the hours of instruction for that day and who is assigned to a class for the full afternoon session which is more than four tenths (.4) of the hours of instruction for that day shall receive one hundred and ten percent (110%) of the daily rate of pay.~~
- g. ~~A teacher teaching on call who is called for a half day and not utilized, or utilized for only a portion of the half day, or whose assignment is cancelled, shall be paid a half (0.5) day's pay.~~
- h. A teacher teaching on call who is assigned to a school or worksite which operates on a modified day shall have her/his daily rate of pay increased proportionately to reflect the time by which the school day has been extended.
- i. A teacher teaching on call who works more than the hours set out in the provisions of the agreement governing hours of work in a day shall have her/his daily rate of pay increased proportionately to reflect the time by which the hours of work have been exceeded.
- j. No teacher teaching on call shall be denied call-out or assignment because she/he would receive a rate of pay greater than that for a full day.

1. The first part of the document is a list of names and addresses of the members of the committee. The names are listed in alphabetical order and the addresses are listed in the order in which they were received.

2. The second part of the document is a list of names and addresses of the members of the committee. The names are listed in alphabetical order and the addresses are listed in the order in which they were received.

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