

Distribution of this Bulletin

Please ensure this bulletin is circulated to all administrative staff in both the district office and schools who must rely on the collective agreement in the performance of their duties.

TTOC Voluntary Extended Health Care and Dental Plans

Further to Arbitrator Korbin's decision of March 2019 confirming TTOC access to benefits, school districts have received communication from Morneau Shepell and Pacific Blue Cross with details of a standard provincial extended health care (EHC) plan for TTOCs, which will come into effect on October 1, 2019.

In Korbin's decision, it is clear that the clause she interpreted applies only to districts whose teachers' union local opted into the teacher provincial EHC plan. Where the teachers' union local in a district did not opt into the provincial EHC plan, those districts do not have the option of providing the standard EHC plan for TTOCs and have been notified accordingly.

Districts with access to the standard EHC plan for TTOCs should notify TTOCs of the option to enroll in the provincial TTOC EHC plan, which will be administered directly by Pacific Blue Cross and is at the employee's full cost. Details of costs and enrollment procedures have been provided to districts by Pacific Blue Cross.

TTOCs also have access to dental coverage at the employee's own cost. Because there is no standard provincial dental plan, each district must maintain its previous practice in relation to the enrollment of TTOCs in dental benefits. It is recommended that districts maintain a separate division to keep track of TTOCs covered. Assistance in this regard can be obtained from the district's Morneau Shepell consultant.

Union President's Leave — Billing for Employer Health Tax

Discussion of whether teachers' unions should be billed for the Employer Health Tax (EHT) has been underway for some time. As this is a new and somewhat untested issue, BCPSEA is conducting research with districts in order to better inform strategic guidance.

As background, collective agreement language related to billings for teachers' union president leaves varies widely throughout the province.

A number of grievances have been received from the BCTF, throughout the province, in districts where the union has been billed for the cost of EHT. In other districts that have included EHT in their billing of the union for president leaves, the union has either expressly advised the district that they will not be reimbursing for EHT or has simply failed to include reimbursement for EHT in their payment to the district. The BCTF provincially has notified BCPSEA, through a labour-management meeting, that they will not be reimbursing districts for EHT.

For Action

BCPSEA is conducting research on district practices in relation to this matter. Separate communication will be sent to Secretary Treasurers and HR Directors by Stephanie Loo, Labour Relations Research Coordinator.

Timeline for response: We kindly request that districts respond to this request for information by **October 7, 2019** if possible.

Thank you very much for your attention and assistance with this matter.

Questions

Please contact your BCPSEA [labour relations liaison](#) if you have any questions.