

Report: BCPSEA Board of Directors Meeting

The [BCPSEA Board of Directors](#) met on Thursday, November 7, 2019 at the Coast Coal Harbour Hotel in Vancouver, BC.

Following is an overview of key aspects of the Board's discussions.

❖ Provincial BCPSEA–BCTF Bargaining and Representative Council

The Board discussed the agenda for the BCPSEA Representative Council to be held the following day on November 8, which would focus on provincial bargaining with the BC Teachers' Federation (BCTF) and the *Report and Recommendations for Settlement Between the British Columbia Public School Employers' Association and the British Columbia Teachers' Federation* provided to the parties by Mediator David Schaub on November 1. The mediator provided clear direction that the details of the report remain confidential and asked that both parties advise him by the end of day Friday, November 8, 2019 whether their respective executives would make a recommendation to their members to endorse the recommendations for settlement contained in his report.

The Board made a decision not to proceed with a vote of the members at the November 8 Representative Council because BCPSEA was formally advised by Mediator Schaub that the BCTF Executive had rejected his recommendations and would not put the recommendations forward to their members for a vote. The Board expressed general surprise and disappointment with the BCTF decision. The Board's discussions were clear that although the recommendations didn't represent BCPSEA's preferred approach, they did provide an avenue to provide labour stability while working through a process to address the barriers and the disconnect between the parties, which BCPSEA noted in its submission to the mediator and which the mediator also pointed out in his report. The Board noted that the BCPSEA CEO would remain in contact with the mediator.

❖ Local School District–Local Teachers' Union Collective Bargaining

The Board ratified three local collective agreements reached in School District Nos. 27 (Cariboo-Chilcotin), 38 (Richmond), and 39 (Vancouver).

❖ **Support Staff Bargaining**

The Board received updates on local school district–local support staff collective bargaining, including an update on the labour dispute in SD No. 63 (Saanich). The Board ratified three local school district–local support staff union collective agreements reached in School District Nos. 39 (Vancouver), 47 (Powell River), and 52 (Prince Rupert).

❖ **Exempt Staff Benefits Review Project**

The Board received an update on the Exempt Staff Benefits Review Project. On April 23, 2019, BCPSEA advised school districts that we had obtained approval through the Public Sector Employers' Council Secretariat from the Minister Responsible for the *Public Sector Employers Act* (the Minister of Finance) to proceed to work with school districts to effect adjustments to the extended health benefits plan (EHB) and dental plan for district-based executive and exempt staff, and principals/vice principals. The parameters of the Minister's approval included limiting amendments to bring these plans to the level of the plans in place for public school teachers, and clarifying that amendments are at the discretion of the individual board of education and must be accommodated within existing employer budgets. We further clarified that where existing exempt staff and principal/vice principal EHB and/or dental plans currently meet or exceed the teachers' plans in the district, there is no opportunity to effect further amendments to the plans at this time. This means that there were no changes to the plans currently in place for some districts.

BCPSEA worked with Morneau Shepell, the BCPSEA Benefits Buying Group administrator, which in turn worked with each school district to provide the district's specific plan design comparison and associated cost estimate to bring the plans to the level of the teachers' plans, where indicated. The Board was advised that this project is substantially complete.

❖ **Annual Executive Compensation Disclosure Reporting**

The Board was advised that the annual executive compensation disclosure reporting is wrapping up. Each year public sector employers, including school districts, are required to report the total compensation paid to their top five executives in a decision-making capacity. BCPSEA works with school districts to coordinate the reporting into the Public Sector Employers' Council Secretariat database and, after review and clarification by PSEC Secretariat staff, districts' reports are made public, on a common date, on the PSEC website. BCPSEA has been advised by the PSEC Secretariat that the disclosure reports will "go live" on their website in December and BCPSEA will send a notification of the date to school districts with as much advance notice as possible.

❖ **WorkSafeBC Issues**

The Board was advised that BCPSEA is in the process of developing a sector-wide strategy and supports for school districts related to occupational health and safety issues. The workplan will outline the key issues and identify associated strategies/processes to ensure that we are well-positioned to participate and provide meaningful input to broad provincial-level initiatives, and also provide day-to-day ongoing support to assist districts in managing issues at the individual employer level.

❖ **Coordinated Legal and Arbitration Support Services (CLASS)**

The Board was provided with an update and demonstration of the new CLASS database scheduled to launch in December. Boards have been — and will be — informed of developments, including training sessions, through the CLASS e-mail update distributed as progress continues.

❖ **Appointments to the Board of the Public Education Benefits Trust**

The Public Education Benefits Trust (PEBT) is a joint union/employer (Canadian Union of Public Employees/BCPSEA) health benefits trust providing certain employee benefits to eligible unionized support staff in BC school districts. The PEBT is managed by a Board of appointed trustees. Both CUPE and BCPSEA appoint six trustees each to the Board of the PEBT. Trustees Lynda Minnabarriet, Secretary Treasurer, School District No. 74 (Gold Trail), and Laura Buchanan, Executive Director, Human Resources, School District No. 38 (Richmond) both hold a three-year term that will end on December 31, 2019, and the Board re-appointed both representatives to new three-year terms effective January 1, 2020.

❖ **Annual General Meeting**

The Board discussed the BCPSEA Annual General Meeting to be held January 30-31 at the Coast Coal Harbour Hotel in Vancouver. The Board was advised that an AGM First Notice was distributed to boards of education on November 6 in accordance with the BCPSEA Bylaw requirements.

In addition to discussion of emergent labour relations and human resource matters to be addressed at the AGM, the Board discussed the process and timelines for nominations to the Board of Directors as well as submission of proposed resolutions. The members will be electing one Trustee Director from each of the following regions based on the staggered three-year election cycle as set out in Schedule 3 of the Bylaws:

- Northern Interior
- Metro Vancouver.

Candidates **MUST** be a trustee from one of the boards of education in the specific region as noted above. The deadline for pre-nominations (in order to take advantage of the pre-AGM publicity) is December 11, 2019.

The members will also discuss any special and ordinary resolutions submitted by the members. The deadline for submitting proposed resolutions for consideration at the AGM is December 11, 2019.

The next regularly scheduled meeting of the BCPSEA Board of Directors will be held on January 29, 2019. The Board also convenes meetings on an as needed basis to address emergent issues.