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Date: June 18, 2019 By E-mail
To: Superintendents, Secretary Treasurers, Human Resource Directors
From: Renzo Del Negro, CEO
Re: **Support Staff Collective Bargaining — Service Improvement Allocation**

As you know, the Provincial Framework Agreement (PFA) provides for a modest allocation of new money at local tables, which can be utilized to negotiate purposes consistent with the Service Improvement Allocation section of Public Sector Employers' Council (PSEC) Mandate 2019. Details of the district-specific Service Improvement Allocation were previously provided to Superintendents, Secretary Treasurers, and Human Resource Directors together with a copy of Mandate 2019.

As set out in the BCPSEA *Support Staff Bargaining 2019: Guide to Local Bargaining* distributed to school districts on October 2, 2018, "Any bargaining proposal that has either a cost or a savings must have supporting costing information provided to BCPSEA. BCPSEA will incorporate those details into the format required for PSEC Secretariat reporting on behalf of the district. Approval of costing — specifically, that additional costs are in accordance with Mandate 2019 — is required prior to local ratification." It is therefore essential that districts communicate with the appropriate BCPSEA liaison prior to tabling any cost item.

To date, several school districts have submitted proposals/signed-off clauses that do not meet the parameters of the SIA and they have been rejected by the PSEC Secretariat.

For ease of reference, attached please find *Support Staff Bargaining Bulletin* No. 2019-02, dated May 7, 2019, which sets out illustrative examples of proposals for the SIA consistent with Mandate 2019. As we note in that bulletin, "Any use of the Service Improvement Allocation must be approved by the PSEC Secretariat prior to BCPSEA ratification."

If you have any questions or require further assistance, please contact Ranjit Bharaj at 604 730 4519 or ranjitb@bcpsea.bc.ca.

Attachment

Options for Service Improvement Allocation Consistent with Mandate 2019

To assist school districts and support staff unions with local bargaining, following are illustrative examples of proposals for the Service Improvement Allocation consistent with Mandate 2019:

- Additional training, education, or professional development opportunities to increase the overall supply of qualified employees, which could include:
 - sponsored trades apprenticeships
 - training/skill upgrading for K-12 support staff employees
 - paid professional development days
 - cross-training among existing employees to address a labour market shortage in a particular classification.
- Negotiated trade-offs: In recognition of achieving improved local operational efficiencies or flexibility in operations to support service delivery, a trade-off for a union cost item may be permissible. These may include negotiating:
 - more streamlined post and fill language (e.g., minimize or eliminate mid-year movement of positions working directly with students)
 - less disruptive layoff provisions (e.g., position-specific layoff without bumping; layoff not to occur unless hours of work reduced by x%)
 - more flexible scheduling provisions (e.g., changes that allow amending the regularly scheduled hours of work to meet operational requirements/educational needs of students)
- Increased hours for part-time positions that provide direct student support
- Initiatives to enhance recruitment and retention for demonstrably hard to fill positions
 - labour market adjustment where a specific classification has demonstrated labour market difficulties
- Reimbursement-based incentives to attract qualified employees to remote and rural communities where skill shortages exist, contingent on service commitment (e.g., student loan forgiveness, reimbursement for relocation costs).

NOTE: Any use of the Service Improvement Allocation must be approved by the PSEC Secretariat prior to BCPSEA ratification.

Questions

If you have any questions, please contact your BCPSEA [labour relations liaison](#).