

**2019-01** March 15, 2019

By E-mail: Two Pages Plus Attachment

## **Support Staff Learning Improvement Fund (LIF) — *Genuine Consultation***

The Support Staff Learning Improvement Fund (LIF) is not included in the current Provincial Framework Agreement (PFA) and therefore the Support Staff Education Adjustment Committee (SSEAC) will not be responsible for managing or distributing the funds.

The Ministry of Education (MoE) will provide the LIF to school districts for the 2019-20, 2020-21 and 2021-22 school years. In order to receive their funding, the MoE requires that School Districts engage in *genuine consultation* with their local unions regarding the utilization of the LIF.

BCPSEA is responsible for ensuring that *genuine consultation* has occurred prior to funds being disbursed to districts by the MoE. School districts must submit to BCPSEA, **by June 3, 2019**, a fully executed *Confirmation of Genuine Consultation Form* as attached.

### **What is Genuine Consultation?**

Genuine consultation is a process by which the school district and local union must meet to discuss the use of the LIF in an honest and respectful manner. During these meetings **both** parties must:

- consider background information, including the amount of the LIF available to the district
- make appropriate suggestions for use of the LIF
- be able to express opinions freely
- carefully listen to differing points of view
- give input about suitable alternate options
- thoughtfully address concerns raised by the other party.

*Confirmation of Genuine Consultation* means that the process of meeting with mutual respect and cooperation has occurred and there is legitimate intent to take into account the concerns of both parties. It does not confirm that the parties have agreed upon the usage of the LIF.

### **Dispute Resolution**

If the local union and/or school district do not agree that *genuine consultation* has occurred, BCPSEA will work with the parties to facilitate the process. Disputes may be referred for discussion to the Provincial Labour–Management Committee or, when the matter is time-sensitive, the CUPE K-12 Coordinators (or appropriate non-CUPE representatives) as needed. Please contact your BCPSEA labour relations liaison to discuss any issues regarding *genuine consultation*.

## Key Points

- The LIF is no longer in the PFA and, as a result, plans are no longer submitted to SSEAC
- *Genuine consultation* between school districts and local unions must occur and the attached form must be submitted to BCPSEA by **June 3, 2019**
- Once there is confirmation that *genuine consultation* has occurred, BCPSEA will coordinate with the MoE who will release funds to school districts
- If *genuine consultation* is in dispute, BCPSEA will assist the parties in reaching resolution.

## Questions

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

Attachment:

*Confirmation of Genuine Consultation Form*