



Bargaining Proposal—2019

Proposal Number: U12

Date: February 20, 2019 Time: 3:36pm

Local Bargaining

Timelines

- ~~1. Representatives of the local parties will meet to confirm the status of local matters negotiations by May 31, 2019.~~
2. Local matters negotiations impasse items will be referred to the provincial ~~table~~ **process below** no later than June ~~31~~, 2019, **following reasonable efforts to reach a negotiated settlement.**
3. The parties may continue local matters negotiations on items not referred in ~~21~~ above **until the local parties agree to conclude discussions, but no later than 30 working days after the ratification of the Provincial Collective Agreement.** ~~until the earlier of:~~
 - ~~a. 5 working days after the provincial parties reach tentative agreement; or~~
 - ~~b. June 30, 2019.~~

~~Any items not agreed to by the deadline above will be considered withdrawn.~~
4. The provincial parties may mutually agree to amend the timelines set out above.

Impasse Items

5. Any **item(s)** identified as an impasse item in number two **above** will be sent to the provincial parties with the following, **which shall not exceed 10 pages**:
 - a. The current collective agreement language (if any)
 - b. All proposals on the item
 - c. Rationale for the proposal
6. Once the provincial parties have received the impasse items, the provincial parties will initiate a ~~4-party process to discuss the items, or by mutual agreement may refer the item(s) to a third-~~ party **facilitation or mediation process** ~~for facilitation~~ (terms of reference **and list of arbitrators / mediators** to be discussed).

7. **The parties will represent themselves without legal counsel.**
8. **By mutual agreement, the parties may suspend the above mechanisms, once underway, to resume local bargaining, provided that the 30 days in 1 above have not been exceeded.**
9. Where a third-party facilitator **or mediator** is mutually agreed to, the **provincial** parties will ~~set aside money from the provincial table to~~ cover the cost of the facilitator **or mediator** and location costs (if any).

Terms of Reference (proposal contingent on agreement to terms of reference).

- **Effective for this round of bargaining**
- **Facilitator or Mediator has the ability to make a decision**
- **List of arbitrators / mediators**

Signed this _____ day of _____, 2019

For BCTF

For BCPSEA