



## Bargaining Proposal—2019

Proposal Number: U15

Date: March 6, 2019 Time: 10:38am

### Local Matters Negotiations

In accordance with Letter of Understanding No. 1 Designation of Provincial and Local Matters 4.a, the parties agree to the following process for the 2019 round of local matters negotiations:

#### *Timelines*

1. Following collective bargaining in good faith, making every reasonable effort to conclude local matters negotiations, where the local parties reach impasse on local matters, either local party may, no later than June 15, 2019, refer impasse items to the provincial table in order to initiate the process below.
2. The parties may continue local matters negotiations on items not referred in 1 above until the local parties agree to conclude discussions, but no later than ~~20~~ **30 working days** (Excluding July and August) after the ratification of the Provincial Collective Agreement.
3. The provincial parties may mutually agree to amend the timelines set out above.

#### *Process for Impasse Items*

4. Any item(s) identified as an impasse item in number 1 above will be sent to the provincial parties with the following:
  - a. The current collective agreement language (if any)
  - b. All proposals on the item
  - c. Rationale for the proposal (not to exceed 4 pages)
5. Once the provincial parties have received the impasse items, the provincial parties will coordinate a ~~third-party facilitation~~ **facilitated impasse** process to support local tables. By mutual agreement the provincial parties can agree to utilize a four-party process to discuss the items.
6. The provincial parties agree to set aside ~~up to \$20350,000~~ for the local parties to request access to ~~in order to support a facilitated impasse process facilitation~~. As bargaining progresses, the provincial parties may negotiate additional funds for this process or negotiate a reallocation of unspent funds **to address situations including, but not limited to the following:**

- a. **A greater uptake on the impasse process**
- b. **A need for a lengthier impasse process in a district / local**
- c. **Travel and location costs for facilitator**
- d. **Challenges associated with provision of service to remote and rural districts / locals**

**Additional costs incurred by districts or locals on their own behalf will be borne by those parties.**

**7. Terms of Reference for the Facilitated Impasse Process**

- a. Where the local parties require the assistance of a facilitator **a facilitated impasse process to** address matters at impasse, the provincial parties will determine a mutually agreed upon facilitator to provide support.
- b. The facilitator will focus support on working with both parties at the table and be available for individual caucus meetings.
- c. The facilitator will focus the support on:
  - i. assisting the parties to clarify the matter(s) at impasse
  - ii. assisting the parties to share the necessary rationale to describe the matter(s) to be addressed
  - iii. assisting the parties to create the necessary dialogue to generate the creation of options to address the matter(s) at issues
- d. Every effort shall be made to deal with the matter(s) in an expeditious manner.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2019

\_\_\_\_\_  
For BCTF

\_\_\_\_\_  
For BCPSEA