



BC TEACHERS' FEDERATION
Bargaining Proposal—2019

Proposal Number: U5

Date: Feb 6, 2019 Time: 10:06am

LETTER OF UNDERSTANDING NO. 1

BETWEEN
THE BRITISH COLUMBIA TEACHERS' FEDERATION AND
THE BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

Designation of Provincial Matters

This proposal replaces LOU No. 1 and Addenda from the 2013-2019 Provincial Collective Agreement

1. Pursuant to the *Public Education Labour Relations Act* (PELRA), the provincial and the local parties agree to the designation of provincial and local matters as follows:
 - a. Those matters contained in the list below shall be designated as provincial matters.
 - b. Any matters not identified in the list below shall be designated as local matters.
 - c. Items with asterisks in the list below shall be designated as local matters except as it relates to those elements of the Article that are covered by PELRA Section 7(4).

All parties agree that the designation of provincial and local matters above will take effect immediately.

2. Provincial parties' roles will be pursuant to PELRA.
3. Agreements negotiated by the local parties shall be fully funded.
4. Local Dispute Resolution
 - a. Either local party may initiate the following mechanisms to resolve local matter(s) in dispute:
 - i. Mediation and/or
 - ii. Expedited arbitration
 - b. Should the matter(s) in dispute be referred to arbitration following mediation, wherever possible, the dispute would be heard by the same individual.

- c. Nothing shall prevent the parties from mutually agreeing to refer an issue directly to expedited arbitration.
 - d. By mutual agreement, the parties may suspend the above mechanisms, once underway, to resume local bargaining.
 - e. The cost of mediation and/or arbitration shall be borne by the provincial parties.
 - f. The dispute resolution process above will be available for local parties to initiate throughout negotiations until 60 working days following the ratification of the provincial agreement.
 - g. By mutual agreement, the parties may refer matters in dispute to the provincial table, pursuant to PELRA section 8(3).
5. Timing and conclusion of local matters negotiations:
- a. Local negotiations shall conclude at a time determined by mutual agreement of the local parties.
6. Local and provincial ratification processes:
- a. Agreements on local matters shall be ratified by the local parties.
 - b. Agreements on provincial matters shall be ratified by the provincial parties.
7. Effective date of local matters items:
- a. Agreements ratified by the school district and local union shall be effective upon the ratification of the new Provincial Collective Agreement unless the timelines are altered by mutual agreement of the provincial parties.

PROVINCIAL MATTERS

Section A

Negotiation, Term and Renegotiation
 Legislative Change
 Recognition of the Union*
 Administration of Union Membership
 Release for Elected Union Office
 Access to Information*

Section B

Salary Scale and Categories*
 Placement on Scale
 Part Time Employee Pay
 TTOC Pay and Benefits
 Summer School Pay
 Allowances*
 Administration of Pay
 No Cuts in Salary and Benefits
 Work Beyond the School Year

Benefits—Coverage
Retirement Bonuses / Group RRSP
Employee and Family Assistance Plan
Personal Property Insurance

Section C

Part Time Employment*
Retraining*

Section D

Class Size and Composition
Professional Teaching Staff Formula*
Mainstreaming/Integration/School Based Team*
Staff Committee*
Hours of Work
Preparation Time
Work Year*
Working Conditions (Non-traditional Worksites)
Mentorship / Beginning Teachers*
Availability of TTOCs
Technological Change
Hearing and Medical Checks
Child Care for Work Beyond Regular Hours

Section F

Professional Development Funding*

Section G

Sick Leave*
Maternity, Paternity, Parental, Adoption and SEB*
Paid Leaves*
WCB Leave with pay*

Signed this _____ day of _____, 2019

For BCTF

For BCPSEA