



Bargaining Proposal—2019

Proposal Number: U53

Date: March 13, 2019 Time: 11:11am

ARTICLE B.2 TEACHER TEACHING ON CALL PAY AND BENEFITS

1. The employer ~~will~~ **shall** ensure compliance with vacation provisions under the *Employment Standards Act* in respect of the payment of vacation pay.
2. For the purposes of Employment Insurance, the employer shall report, for a teacher teaching on call, the same number of hours worked as would be reported for a day worked by a teacher on a continuing contract.
3. A teacher teaching on call shall be entitled to the mileage/kilometre allowance, rate or other payment for transportation costs, as defined by the Collective Agreement, for which the employee ~~he/she is~~ **they are** replacing is entitled to claim.
4. Teachers teaching on call shall be eligible, ~~subject to plan limitations,~~ to participate in the benefit plans in the collective agreement provided that they pay the full cost of benefit premiums.
5. Teachers teaching on call shall be paid an additional compensation \$3 (~~\$11 effective July 1, 2016~~) ~~over daily rate in lieu of benefits.~~ **\$20 effective July 1, 2019 for each day worked, in lieu of benefits.** This benefit will be prorated for part days worked but in no case will be less than \$1.50 (~~\$5.50 effective July 1, 2016~~). **\$10 effective July 1, 2019. The compensation will increase by the same percentage as any salary increase.** ~~Any and all provisions in the Previous Collective Agreement that provided additional or superior provisions in respect of payment in lieu of benefits shall remain part of the Collective Agreement.~~
6. **Rate of Pay:**
 - a. ~~An Employee who is employed as a teacher teaching on call shall be paid 1/189 of his/her category classification and experience, to a maximum of the rate at Category 5 Step 7, for each full day worked.~~
 - a. ~~Effective July 1, 2016, an Employee who is employed as a teacher teaching on call shall be paid 1/189 of his/her category classification and experience, to a maximum of the rate at Category 5 Step 8, for each full day worked~~

Effective July 1, 2019, an employee who is employed as a teacher teaching on call shall be paid 1/189 of their category classification and experience, for each full day worked.

- 7. No teacher teaching on call shall receive less than the daily rate set out in Article B.2.6, for a full day of work in any school or worksite.**
- a. The minimum rate of pay for teachers teaching on call for any call out, shall be one-half (0.5) of their daily rate.**
 - b. The minimum rate of pay for Adult Educators for any call out shall be 3 hours at their regular rate of pay.**
 - c. A teacher teaching on call who is called for a half day and not utilized, or utilized for only a portion of the half day, or whose assignment is cancelled, shall be paid a half (0.5) day's pay.**

Any and all superior provisions contained in the previous Collective Agreement shall remain part of the Collective Agreement.

Signed this _____ day of _____, 2019

For BCTF

For BCPSEA