



Bargaining Proposal—2019

Proposal Number: U61

Date: April 9, 2019 Time: 2:22pm

Letter of Understanding No. 4 re: Employment Equity—Aboriginal Employees

Renew and amend *Letter of Understanding No. 4 re: Employment Equity—Aboriginal Employees* as follows:

Re: Employment Equity—Aboriginal Employees

The parties recognize that Aboriginal employees are underrepresented in the public education system. The parties are committed to redress the under-representation of **Aboriginal** employees and therefore further agree that:

1. They will encourage ~~the employer~~ **local school boards** and the local **teacher unions** to make application to the Human Rights Tribunal under section 42 of the *Human Rights Code* to obtain approval for a “special program” that would serve to attract and retain Aboriginal employees.
2. ~~To safeguard retention of Indigenous employees hired as a result of a “special program”, t~~**The parties will recommend encourage local school boards and local teacher unions to include layoff protections for Aboriginal employees that any such in** applications to the Human Rights Tribunal contain layoff protections for Indigenous, such that a ‘below the line’ model of layoff would exclude the Indigenous employees.
3. The parties will assist ~~the employer~~ **local school boards** and the local **teacher unions** as requested in the application for and implementation of a “special program” consistent with this Letter of Understanding.

Signed this _____ day of _____, 2019

For BCTF

For BCPSEA