



Bargaining Proposal—2019

Proposal Number: S3A

Date: March 12, 2019 Time: 11:30am

FACILITATED LOCAL IMPASSE PROCESS

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 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 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 \$350,000 for the local parties to request access to support a facilitated impasse process. The funds may be used to address situations including, but not limited to the following:
- a. The fees of the facilitator.
 - b. Travel and location costs for the facilitator.
 - c. 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.

As bargaining progresses, the provincial parties may negotiate additional funds for this process or negotiate a reallocation of unspent funds.

7. Terms of Reference for the Facilitated Impasse Process

- a. Where the local parties require the assistance of 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 issue.
- 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