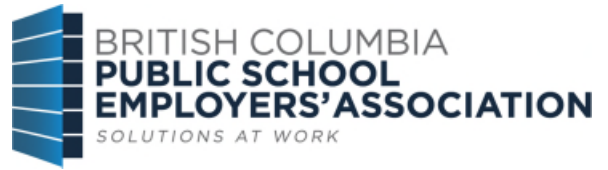


BCPSEA Proposal S.6

Date: April 9, 2019 Time: 4:17pm



LETTER OF UNDERSTANDING No. 4

BETWEEN:

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

AND

BRITISH COLUMBIA TEACHERS' FEDERATION

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 boards of education** 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. **The parties will encourage local boards of education and local teacher unions to include layoff protections for Aboriginal employees in applications to the Human Rights Tribunal.**
3. The parties will assist ~~the employer~~ **local boards of education** 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 April _____, 2019

For BCTF

For BCPSEA