

2011-04

June 23, 2011

By E-mail: 2 Pages

BCPSEA Responses to BCTF and Local Teachers' Association Statements

This document responds to comments made in the recent BCTF School Staff Alert as well as by local teachers' associations in the media. For more information including access to the specific proposals and other bargaining related materials, please visit our website at: <http://www.bcpsea.bc.ca/bc-teachers/teacher-collective-bargaining.aspx>

Government tables massive strips in bargaining <i>BCTF School Staff Alert, June 22, 2011</i>	
BCTF Statement	BCPSEA Response
<p>“Government tables massive strips in bargaining”</p>	<p>This is not true. Our proposals do represent change and do introduce different ideas with respect to the matters at issue. As articulated at the table, our proposals were presented with a view to engaging the BCTF in meaningful dialogue and discussion as to how to effectively address issues raised by school districts. They were intended to serve as a starting point for the discussions. The BCTF takes the position that changes or different approaches to addressing issues represent a “stripping of the collective agreement.” This is reminiscent of the BCTF in previous rounds of bargaining where contract stripping was broadly defined as <i>any agreement that resulted in the BCTF, a local or any member of the BCTF losing any provision, term or benefit that existed.</i></p> <p>To see both the employer and union proposals please see our website: http://bit.ly/iuRJT4</p>
<p>“...eliminate seniority provisions for all employment decisions. Instead, all placements would be determined by the employer...”</p>	<p>BCPSEA proposal contained two distinct options - an opportunity for dialogue of the concepts and then of specific language/options. We chose this approach to avoid the posturing and positioning that has proven not to be constructive. The BCTF declined to have a general discussion and has moved to the posturing, positioning and the characterization approach.</p>
<p>“...strip all post and fill, layoff, transfer, and assignment provisions in existing agreements.”</p>	<p>The following are the key elements of our proposal:</p> <ul style="list-style-type: none"> • a comprehensive proposal on posting and filling, layoff, transfer and assignment aligning collective agreement

	<p>language with best human resource practices.</p>
<p>“...allow force transfer at any time by the employer of any teacher for “educational, financial, or administrative reasons” with one month’s notice. Every teacher would be subject to potential forced transfer every year.”</p>	<ul style="list-style-type: none"> • continuing vacancies filled based on four factors: employee experiences, performance, qualifications, and suitability with seniority as the tie breaker • Priority for job postings given to: <ol style="list-style-type: none"> 1) continuing contract teachers, 2) employees with re-employment rights, and 3) all other employees and outside candidates. • A transfer process that facilitates growth and renewal and supports the needs both teachers and the needs of the system as a whole
<p>“...have TTOCs compete with external applicants for all positions.”</p>	
<p>“...In addition, they want to replace all evaluation, discipline and dismissal language, and protections from the collective agreement with a proposal called professional growth and engagement. They want:</p> <ul style="list-style-type: none"> • yearly evaluations of every teacher, with no processes whatsoever. • the ability to fire a teacher based on a single evaluation. • the removal of all due process protections.” 	<p>This proposal introduces a new concept. The BCPSEA proposal contained two distinct options - an opportunity for dialogue as well as specific language to start these discussions.</p> <p>We advised the BCTF that our opening proposal seeks to establish a system for professional growth and engagement that:</p> <ul style="list-style-type: none"> • Recognizes the importance of personal development plans and the role that ongoing professional growth plays in this. • Aligns individual and organizational goals. • Provides employees with clear performance expectations on an ongoing basis. • Provides employees with regular feedback and support where applicable including initiatives such as mentorship. • Updates the collective agreement language in areas such evaluation <p>In response to the specific statements made by the BCTF:</p> <ul style="list-style-type: none"> • Clear processes would be established to conduct the yearly reviews including the opportunity for growth plans instead of a formal performance reviews for teachers with established competence • Established standards for discipline and dismissal based on just and reasonable cause and the due process provided through a collective agreement.

The British Columbia Public School Employers’ Association (BCPSEA) is the employers’ association and accredited bargaining agent for all 60 public boards of education in British Columbia. BCPSEA operates as a co-governance model between the provincial government and the boards of education. Representatives from the 60 boards of education elect nine school trustees to the BCPSEA Board of Directors.