



## Bargaining Proposal—2019

Proposal Number: U122

Date: August 30, 2019 Time: 11:00am

### 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 of \$3 ~~(\$1 effective July 1, 2016)~~ **\$20 effective July 1, 2019** for each day worked, ~~in lieu of benefits~~ over daily rate 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