



## Policy 94-01

# Conflict of Interest Guidelines for Employees Representing BCPSEA

### Coverage

This policy applies to all employees of the province's 60 public school districts, BCPSEA, and the BCPSEA Board of Directors.

### 1. Application at the Provincial Level

#### 1.1 BCPSEA Board and Bargaining Committee

A trustee, through a member of his/her direct family, who has a direct or indirect pecuniary interest in the outcome of collective bargaining pursuant to the BCPSEA bylaws, may not be a member of the association's Board of Directors or bargaining committee.

An employee of BCPSEA or an individual seconded to BCPSEA who, under the definition of direct or indirect pecuniary interest as it applies to trustees, would be considered to be in a conflict of interest if a trustee, may serve on the bargaining committee or be employed by the association unless the Board of Directors, by motion, deems the appointment inappropriate.

#### 1.2 Resource Committees

An employee who, under the definition of pecuniary interest as it applies to trustees would be considered in a conflict if a trustee may, nevertheless, serve on a resource committee. However, the other members of the Resource Committee must be informed of any member who has a conflict prior to the Resource Committee commencing its work.

#### 1.3 Regional and General Meetings

An employee who, under the definition of pecuniary interest as it applies to trustees would be considered in a conflict if a trustee either with respect to teacher or support staff bargaining, may attend regional or general meetings in an advisory capacity and may participate in the discussions or debates about matters related to their area of conflict. Conflicts must be declared prior to the commencement of each meeting.

### 2. Application at the District Level

2.1 District employees assigned to bargaining with teachers and/or support staff represent both the district and BCPSEA. A district may wish to apply the provincial conflict guidelines to those employees who represent them, but they are not obliged to do so.