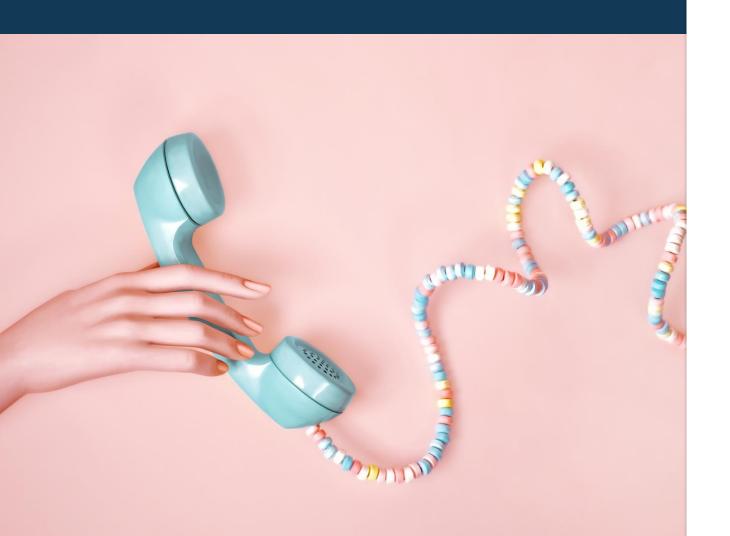
Communications during the bargaining process





Public Sector Employers' Council Secretariat



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Agenda







PROVINCIAL COORDINATION

K-12 PUBLIC EDUCATION SECTOR

LOCAL SCHOOL DISTRICTS





The Big Picture







Provincial Negotiating Mandates 2006-2025

Negotiating Framework: 2% GWI - Differentiated LMAs + Prorated signing bonus between \$2-4K

Cooperative Gains: GWI up to 2% per year -- Found from savings, no net operating cost increases

Sustainable Services
Negotiating: 2% GWI per year
+ negotiable Service
Improvement Allocation of 0.25%
each year

2010-2012

2014-2019

2022-2025

2006-2010

2012-2014

2019-2022

Net Zero: Net 0% - Savings from within the Collective Agreement

Economic Stability: 0, 1%, 1.5%, 1.5%, 1.5% + 1.95% GWIs in Economic Stability Dividends = total of 7.45% over term

Shared Recovery:

\$0.25per/hour + 3.24%, *6.75%, *3% COLA & Flexibility Allocation up to 0.25% in years 1 & 2 *max COLAs triggered in years 2 and 3





Provincial coordination

K-12 Communications Coordination Protocol

Topic	Lead
 Mandate, bargaining priorities and overarching strategy When agreements are reached/ratified (local and provincial) Province's fiscal plan 	PSEC/FIN
Educational priorities	ECC
 Overall supports in K-12 education 	
Bargaining:	BCPSEA
Process/timeline	
What is happening at tables	
Employer perspective	
 Technical background 	





Provincial coordination

Three pillars

- 1. Sequencing
- 2. Coordination
- 3. Alignment











- Expect the unexpected no 'formula' for negotiations or how they will play out
- At times can be a highly emotional and political environment
- Media will attempt to draw Ministers, MLAs and trustees into public debate
- Unions will want to get their messages out; we want to avoid the "call and response" in the media, which is just a distraction
- Strike votes and job action can be a part of the process – don't panic













Questions?





