

At the Local Bargaining Table: What you need to know

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What about you?



Break out questions



New leader:

What is the one thing you would like to ask a leader who has been through K-12 bargaining before?



Experienced leader:

What is something that you know now that you wish you would have known when you were new?



All:

What is one thing you want BCPSEA to know/consider as we go into bargaining?

Timeline to Bargaining

Impasse with mutual agreement

Nov 4, 2024
Local Tables
Open

Nov 29, 2024
Local Teacher
Estoppel Must
be Served

Feb 28, 2025
Local Tables
Close

June 30, 2025
All Collective
Agreements
Expire

Nov 8, 2024
We are here!

Feb 14, 2025

Impasse without
mutual agreement

March 2025
Teacher
Provincial,
Support Staff
Framework
Agreement
and Support
Staff Local
Tables Open

Top 10 List ... for successful local bargaining

You have your bargaining plan... now what?

**Top 10:
Learnings from the Local
Table**

#1

**Don't wing it – Be
organized before, during
and after**



**Top 10:
Learnings from the Local Table**

#2 Getting started – seek first to understand, then to be understood



**Top 10:
Learnings from the Local Table**

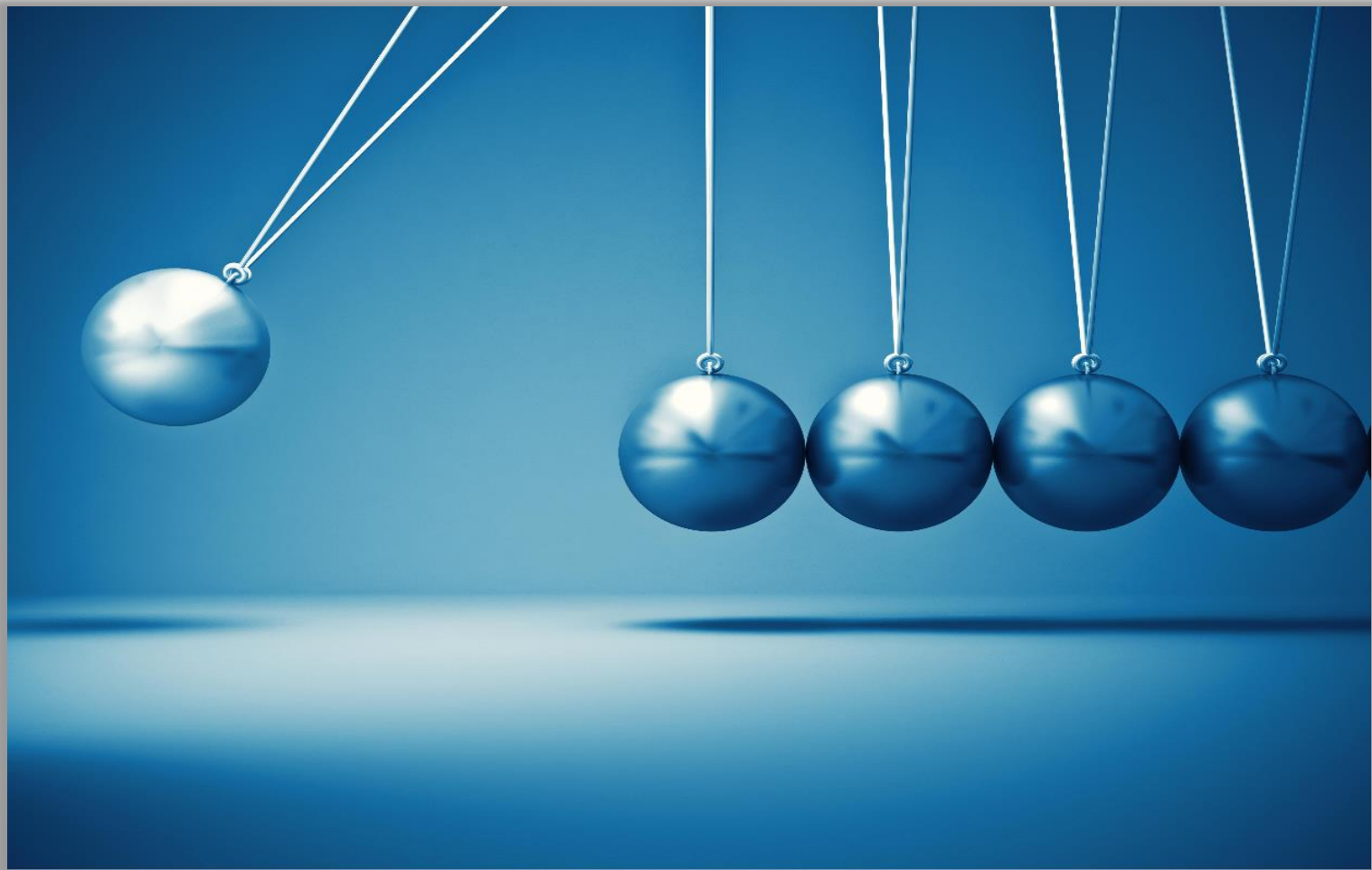
#3

**Identify the real
problem**



**Top 10:
Learnings from the Local Table**

#4 Build momentum –early sign offs i.e. housekeeping



**Top 10:
Learnings from the Local Table**

**#5 Do you need
language? (The art of
saying no)**



Top 10: Learnings from the Local Table



#6 Clarity counts – be the author and take good notes

**Top 10:
Learnings from the Local Table**

#7 Be prepared for the messy (stressy) middle



**Top 10:
Learnings from the Local Table**

**#8 Manage your own
emotions and mental health**



**Top 10:
Learnings from the Local Table**

**#9 Moving forward – Trade/offs, Packaging
Creative alternatives**



What if you get stuck??

Preparing for impasse



Impasse – Teacher Local

- Before Feb 14, mutual decision to declare an impasse and refer item(s) to the impasse procedure,
- After Feb 14 and until Feb 28, unilateral right to refer.
- New this round is an initial review by BCPSEA and BCTF and a four-party call before referring to the Labour Relations Board, Local Matters Facilitator.
- Form will be available to confirm all required information is provided.
- Non-binding recommendations may be made
- No strike/lockout options

Mediation – Support Staff



There is no time limit to the conclusion for support staff bargaining



If a local bargaining process results in an impasse at a local support staff table, the potential outcome could be strike or lockout



If it looks like you may be approaching impasse, notify BCPSEA



Labour Relations Board mediation process is available and has been used successfully to assist the parties in reaching a deal without disruption

**Top 10:
Learnings from the Local Table**

#10

Concluding the deal



Ratification – Local Bargaining

Two-step process for districts

1. Local board of Education ratifies the Local Matters Agreement (LMA) for teachers or the Memorandum of Agreement (MoA) for support staff, and once ratified,
2. The BCPSEA Board ratifies the LMA or MoA.

**Top 10:
Learnings from the Local Table**

BONUS:

Celebrate success!



BCPSEA Supports



Sector Calls – Nov 25, Dec 13



Bargaining Bulletins



Bargaining Guide



Sector Portal - COMING SOON



Online Learning Sessions



Joint Training with BCTF



Bargaining Academy Training



Your BCPSEA District Liaison

Thank you!



Good Luck!
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