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- **Article C.2.2 — Porting of Seniority**
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Porting of Seniority, Sick Leave

Since the porting of sick leave and seniority language came into effect (July 1, 2006), several issues have arisen concerning the interpretation and application of Articles C.2.2 and G.1 of the Provincial Collective Agreement which, over the past two years, have resulted in arbitration awards, Letters of Understanding, creation of forms, and clarification discussions between BCPSEA and the BC Teachers' Federation (BCTF).

As a result, please find attached:

- Joint communication from BCPSEA and the BCTF
- Updated BCPSEA *Teacher Collective Agreement Administration (TCAA) Manual* content for C.2.2 and G.1
- Flow chart to assist in the administration of Articles C.2.2 and G.1
- Updated verification forms for porting seniority and sick leave
- Letter of Understanding No. 15: Article C.2 — Porting of Seniority — Separate Seniority Lists for insertion into the Letters of Understanding section of the *TCAA Manual*.
- Letter of Understanding No. 16: Article C.2 and G.1 — Simultaneously Holding Part-Time Appointments in Two Different Districts for insertion into the Letters of Understanding section of the *TCAA Manual*.

Please update the appropriate sections of your *TCAA Manual*. Please also ensure that your processes and forms are updated to reflect these changes, which include the porting of seniority with respect to Adult Education, porting while teachers are on leave, automatic conversions, new forms, etc.

Further, consistent with Irene Holden's previous awards on porting, implementation of these clarifications and applications is meant to be on a prospective basis from the date of this joint communication and is not intended to undo any previous staffing decisions. This is with the understanding that should there be anomalies, these anomalies could be discussed and considered at the provincial Labour-Management committee meetings.

Questions

Should you require assistance or wish to discuss this issue further, please contact your BCPSEA labour relations liaison.

Distribution of this Bulletin

Please ensure that this bulletin is circulated to all administrative staff in both the district office and schools who must rely on the collective agreement in the performance of their duties.