

## Provincial Discussions Regarding Work Experience Credit

### Issue

At the provincial BC Teachers' Federation (BCTF)/BCPSEA labour–management table, there has been a request to explore the possibility of modifying local collective agreement language in a small number of districts related to how previous work experience is credited for the purpose of determining a teacher's placement on the salary scale.

In consideration of the issue, BCPSEA has suggested to the BCTF that, rather than exploring these instances on a district-by-district basis, a better approach would be to seek a provincial solution.

### Rationale

As we have previously discussed and further canvassed in our discussions with school districts as part of our preparation for the 2019 round of collective bargaining with the BCTF, as a sector we need to be moving forward to a “master agreement” approach to these issues, rather than continuing to attempt to deal with them on a district-by-district basis. The lack of a province-wide consistent approach on this and many other issues continues to allow the BCTF to apply pressure to individual districts, to the potential detriment of other districts.

### Proposed Approach

BCPSEA is considering preparation of a draft mid-contract modification proposal, which would seek to create a uniform and consistent approach on a provincial basis applicable to all school districts to determine how previous work experience is credited. The proposed draft MCM would address:

- the process for applying for experience credit
- previous teaching experience for which credit will be given
- previous non-teaching experience for which credit will be given
- how absences from the workplace will be treated
- how a transition to this language may be dealt with
- how TTOC work and part-time and contract positions will be treated.

### For Action

If you have questions or concerns about the proposed approach or would like to provide feedback to the proposed MCM, please contact your BCPSEA labour relations liaison [by end of day Friday, March 23, 2018](#).