

## PCA 3 — INSERTING THE PROVINCIAL ARTICLES

### Overview:

See the chart below and follow the directions in the “Action Required Now” column .

Check the notes column to see if there are any special circumstances

Where the information is ***bolded and italicized***, you will receive further advice from BCPSEA with respect to the appropriate interface with your existing provisions on the same or similar matters. Although you may add the new provincial language as indicated, do not make changes to your local provisions until you have received appropriate direction from BCPSEA.

### User Notes – Add as appropriate in square [ ] brackets

Where the common provincial article does not apply, indicate “Not applicable in SD \_\_ (\_\_\_)

Where there are 2 options within an article, indicate which provision does or does not apply.

e.g In Art. B.5 RRSP Indicate after B.5.2 [Applicable in SD \_\_ (\_\_\_)] and after B.5.3 [Not Applicable in SD \_\_ (\_\_\_) ] or vice versa

### Section A

Provincial Articles	Action Required Now	Comments
A.1 Term, Continuation and Renegotiation	Replace previous.	This article has been amended.
A.2 Recognition of the Union	Replace previous.	Housekeeping changes.
A.3 Membership Requirement	Replace previous.	1. Housekeeping changes. 2. Ensure that A.3.2 has been retained.
A.4 Local and BCTF Dues Collection	Replace previous.	Housekeeping changes.
A.5 Committee Membership	Replace previous.	Housekeeping changes.
A.6 Grievance Procedure	Replace previous.	1. Housekeeping changes. 2. Note the following with respect to the identified PLA provisions: <ul style="list-style-type: none"> <li>▪ Troubleshooters: Most, if not all of these articles were grounded in old legislation that no longer provides the process so should be <i>deleted</i>.</li> <li>▪ <b><i>Expedited Arbitration: These provisions predated PCA A.6 and changes pursuant to PELRA. Referrals must be “consistent with A.6.6 and A.6.7” and this reference must be included.</i></b></li> </ul>
A.7 Leave for Provincial contract Negotiations	Replace previous	1. Housekeeping changes. 2. To assist the user, at the end of A.7.4, add a reference to the Local bargaining article. [See __ ]
A.8 Legislative Change	No change required	
Balance of Section A articles	Add remaining Section A articles after the common articles. Renumber as required.	

## Section B.

B.1 Salary	New grids to reflect: <ul style="list-style-type: none"> <li>• 2.5% increase July 1, 2006, July 1, 2007, July 1, 2008, July 1, 2009</li> <li>• Application of LOU's 11 &amp; 12 July 2008</li> <li>• 2% increase July 1, 2010</li> <li>• Cat 5+</li> </ul>	<ol style="list-style-type: none"> <li>1. See grids sent out by Laura Parks.</li> <li>2. Ensure that allowance amounts in related articles are increased per B.1.2.</li> </ol> <p><b>Where language has been affected as a result of Harmonization 2006 and 2008 or for anomalous grid categories contact Laura Parks for direction on required amendments.</b></p> <p><b>Also, note that amendments pursuant to LOU 11 and LOU 12 have been incorporated into these grid amounts.</b></p>
B.2 TOC Pay and Benefits	Replace existing provincial article with amended article.	<ol style="list-style-type: none"> <li>1. <b>Where there is a superior local provision, indicate that the provincial article is N/A and refer to the local article.</b></li> <li>2. <b>Any necessary interface language will be provided by BCPSEA.</b></li> </ol>
B.3 Salary Determination for Employees in Adult Education	Amended. Replace previous B.3.	In districts where this article does not apply, the option is to include only the title and the indicator "Not Applicable in SD __ (_____) in both the Table of Contents, and in the body of the agreement.
B.4 E.I. Rebate	Replace previous.	Housekeeping changes.
B.5 Registered Retirement Savings Plan	Replace previous.	<ol style="list-style-type: none"> <li>1. Housekeeping changes.</li> <li>2. Indicate whether B.5.2 or B.5.3 applies in a district.</li> </ol>
B.6 Salary Indemnity Plan Allowance	Add to the agreement.	
B.7 Reimbursement for Personal Property Loss	Add to the agreement.	<ol style="list-style-type: none"> <li>1. <b>Identify what, if any, provisions this replaces and delete such provisions.</b></li> <li>2. <b>Add interface provision, if required for clarification of application. And/Or</b></li> <li>3. <b>Add a user note in square brackets.</b></li> </ol>
B.8 Option Twelve-month Plan	Add to the agreement.	<ol style="list-style-type: none"> <li>1. <b>Identify whether this article applies.</b></li> <li>2. <b>If not, follow with applicable local provision.</b></li> </ol>
B.9 Pay Periods	Add to the agreement.	<ol style="list-style-type: none"> <li>1. <b>This article applies in SD 41 and 48 only.</b></li> <li>2. <b>In all other districts follow with applicable local provision.</b></li> </ol>
B.10 Reimbursement for Mileage and Insurance	Add to the agreement.	<ol style="list-style-type: none"> <li>1. <b>Identify what, if any, provisions this replaces.</b></li> <li>2. <b>Add interface provision, if required for clarification of application. Or</b></li> <li>3. <b>Add a user note in square brackets</b></li> </ol>
B.11 Benefits	Add to the agreement.	Add cross reference to local article.
B.12 Category 5+	Add to the agreement.	<b>This will need interface language for districts with previously assigned local criteria. Laura Parks</b>
Add balance of section B articles	Add all remaining Section B articles to the end of the common articles and renumber as required.	

### Section C.

C.1 Resignation	No Change.	
C.2 Seniority	Add new provincial Article.	<b>Requires interface language with local provisions which BCPSEA will provide</b>
Add balance of section C articles	Add all remaining Section C articles to the end of the common articles and renumber as required.	

### Section D.

D.1 Intentionally left blank	Intentionally left blank	
D.2 Intentionally left blank	Intentionally left blank	
D.3 Alternate School Calendar	Add to the agreement.	If there is an alternate calendar in place, put a note referring the user to the LOU or alternate provision setting out the terms.
D.4 Elementary Preparation Time	Add to the agreement.	<b><i>In districts where this article has increased prep time for elementary teachers, BCPSEA will provide the necessary language interfacing your local provision with the new entitlement. In districts which were not impacted, indicate that the article is not applicable in your district.</i></b>
D.5 Middle Schools	Add to the agreement.	If there is a middle school program in place in your district, add a reference to the relevant provisions in the agreement.
Add balance of section D articles	Add all remaining Section D articles after the common articles and renumber as required.	

### Section E

E.1 Non-Sexist Environment	Replace previous.	Housekeeping Changes.
E.2 Harassment/Sexual Harassment	Replace previous article.	This article has been significantly amended. It now includes the provisions previously found in LOU #2.
Add balance of section E articles	Add all remaining Section E articles after the common articles and renumber as required.	

### Section F

No common Articles	There are no common provincial articles. Existing order may be retained if consistent with BCTF formatting. If not please reorganize accordingly.	
--------------------	---	--

## Section G

G.1 Portability of Sick Leave	Add to the agreement.	<p><b>1. Where a district has existing superior provisions providing for portability, add the interface language provided by BCPSEA and clarifying user notes where appropriate</b></p> <p><b>2. Delete inferior previous local provisions</b></p>
G.2 Compassionate Care Leave	Add to the agreement.	<b>Add clarifying user notes as provided by BCPSEA to show the interaction between the new provincial article and related local provisions which remain in place.</b>
Add balance of section G articles	Add all remaining Section G articles to the end of the common articles and renumber as required.	

## Letters of Understanding/Intent

<b>LOI 1</b> Formalization of Middle School Provisions	Add to the agreement.	<p>Applicable in SDs 5, 8, 33, 35, 40, 43, 57, 58, 61, 64, 70, 71, 72.</p> <p>In the above districts, add a reference to the new provisions which will be incorporated into the working document. i.e [See Articles ____.]</p> <p>In districts where this LOI does not apply, add a note under the title “Not Applicable in SD __ (_____)”</p>
<b>LOU 1</b> Designation of Provincial and Local Matters	No Change. Previous language remains.	If you have not previously included the language of this LOU, the various addenda and appendices, they should be added to your working document.
<b>LOU 2 - Previous</b> Implementation of Article E.2	Delete as now part of E.2 .	Replace with <b>new LOU 2 Approved List of Arbitrators</b>
<b>LOU 3 a</b> Re: Section 4 of Bill 27 Education Services Collective Agreement Act (June 2002)	Add to the agreement.	<p>Applicable only in SDs 5, 6, 8, 53, 58, 79, 82, 83, 91.</p> <p>In districts where this LOU does not apply, the option is to include only the title and the indicator “Not Applicable in SD __ (_____)” in both the Table of Contents, and in the LOU section of the agreement.</p>
<b>LOU 3 b</b> Re: Section 27.4 Education Services Collective Agreement Act	Add to the agreement.	<p>Applicable only in SDs 5, 6, 8, 53, 58, 79, 82, 83, 91.</p> <p>In districts where this LOU does not apply, the option is to include only the title and the indicator “Not Applicable in SD __ (_____)” in both the Table of Contents, and in the LOU section of the agreement.</p>
<b>LOU 4</b> Early Incentive Payment	Add to the agreement.	
<b>LOU 5</b> One Time Payment to Teacher Inflation Adjustment Account	Add to the agreement.	
<b>LOU 6</b> Employment Equity — Aboriginal Employees	Add to the agreement.	

<b>LOU 7</b> Provincial Articles Housekeeping Committee	Add to the agreement.	
<b>LOU 8</b> Updating the Provincial Collective Agreement Mid- Contract Modification Process	Add to the agreement.	
<b>LOU 9</b> Rehabilitation Committee	Add to the agreement.	
<b>LOU 10</b> Benefits Review Committee	Add to the agreement.	
<b>LOU 11</b> 2008 Salary Harmonization	Add to the agreement.	Not applicable in SD's 49, 50, 52, 59, 60, 81, 82, 85, 87, 91, 92.  In the above districts, the option is to include only the title and the indicator "Not Applicable in SD __ (_____)" in both the Table of Contents, and in the LOU section of the agreement.  Amendments pursuant to this LOU have been incorporated into the Grids set out under B.1.
<b>LOU 12</b> Teacher Supply and Demand Initiatives	Add to the agreement.	Specifically applicable in SD's 49, 50, 52, 59, 60, 81, 82, 85, 87, 91, 92. Amendments pursuant to this LOU have been incorporated into the Grids set out under B.1.
<b>LOU 13</b> Fiscal Dividend	Add to the agreement.	
<b>LOU 14</b> Article B.12 Category 5+ Transitional Provisions	Add to the agreement.	

**Previous Letters of Understanding/Intent – Delete as Stale Dated**

LOU 3 School District Housing —Local Joint Committee  
LOI 1 BCTF/BCPSEA School District Housing —Provincial Committee