

## SUMMARY OF ALL CHANGES/ADDITIONS TO PCA 3 LANGUAGE

### BCPSEA Confirmation Document — June 20, 2008

This document is a follow-up to the last document exchanged in Provincial Housekeeping Committee. This document lists all changes to which the BCTF and BCPSEA have agreed during the Housekeeping Committee Meetings; it includes brief comments as to what the changes were. In addition, it lists all subsequent additions or changes to the language; when such changes were agreed and the form of such changes.

#### Note:

- Format Changes to Provincial Articles include
  - Case and terminology
  - Internal references amended to reflect the specific Article, Clause, and sub-clause
- Housekeeping changes to both previous and 2006 provincial articles have been approved by the Housekeeping Committee and confirmed with the BCTF executive.
- The most recent changes to the provincial language are:
  - Article B.9 Amended wording in B.9.2
  - LOU 8 Amended the cutoff date – was 3 and is now 4 months before the end of the term of the agreement
  - LOU 12 Reversion to original language pursuant to Irene Holden decision on the application of the this LOU:

### Summary Chart of Agreed Numbering and Changes

Provision & Proposed Numbering	No Change	Amend	Comment
A.1 Term, Continuation & Renegotiation		<b>Agreed</b>	Per MOA plus case and terminology
A.2 Recognition of the Union		<b>Agreed</b>	Case
A.3 Membership Requirement		<b>Agreed</b>	Case, Reference
A.4 Local and BCTF Dues Deduction		<b>Agreed</b>	Case
A.5 Committee Membership		<b>Agreed</b>	Case, Reference
A.6 Grievance Procedure		<b>Agreed</b>	Updated in PCA 2, Case
A.7 Leave for Provincial Contract Negotiations		<b>Agreed</b>	Case
A.8 Legislative Change	✓		
B.1 Salary		<b>Agreed</b>	<b>Amended:</b> to reflect all increases in 1 clause; Note 2006 Harmonization as base grid; Reference
B.2 Teacher on Call Pay & Benefits:		<b>Agreed</b>	Case and B.2.6 amended to incorporate Vince Ready award with respect to TOC pay, both daily rate and scale placement.

B.3 Salary Determination for Employees in Adult Education		<b>Agreed</b>	Case and Amended to reflect Dorsey award re SD 41 and inclusion of SD 43
B.4 EI Rebate		<b>Agreed</b>	Updated in PCA 2, Internal Reference
B.5 Registered Retirement Savings Plan		<b>Agreed</b>	Updated to reflect the Plan is in place
B.6 Salary Indemnity Plan Allowance	New		Per MOA
B.7 Reimbursement for Personal Property Loss	New		Per MOA
B.8 Optional Twelve-Month Plan	New		Per MOA
B.9 Pay Periods	New	<b>Agreed 1/24/2007</b>	B.9.3 to Reflect Labour Management Agreement on December pay practices.
		<b>BP/SH 6/25/2008</b>	B.9.2 — March' 08 Interface agreement to amend to reflect that 12 month pay is now available in all districts. FTTO approval per G Popp 6/25/08. Pending signed MCM
B.10 Reimbursement for Mileage and Insurance	New	<b>Agreed</b>	Case, terminology and references. Spelling.
B.11 Benefits	New		Per MOA
B.12 Category 5+	<b>Added</b>	<b>Signed 5/10/2007</b>	New language – Eligibility, Criteria and Transition
		<b>LP/GP</b>	New subtitle to B.12.3 - Interface
C.1 Resignation	✓		
C.2 Seniority	New	<b>Agreed</b>	Case, terminology
		<b>MCM signed 8/14/2007</b>	Amended to include verification process pursuant to supplementary award of Irene Holden dated Feb 20, 2008
D.3 Alternate School Calendar	New	<b>Agreed</b>	Case, terminology and references
D.4 Elementary Preparation Time	New	<b>BP/SH</b>	Amend Title – No substantive change; for interface purposes only. Approved, awaiting FTTO confirming letter.
D.5 Middle Schools	New		Per MOA
E.1 Non-Sexist Environment		<b>Agreed</b>	Case
E.2 Harassment/Sexual Harassment		<b>Agreed 1/24/2007</b>	Partially updated in PCA 2; Update E.2.5.b to reflect it is in place; and <b>E.2.3.b, E.2.5, E.2.6</b> Amended to incorporate LOU 2 provisions
G.1 Portability of Sick Leave	New	<b>Agreed</b>	Case
		<b>MCM signed 8/14/2007</b>	Amended to include verification process pursuant to supplementary award of Irene Holden dated Feb 20, 2008

G.2 Compassionate Care Leave	New	<b>Agreed 1/24/2007 BP/SH</b>	Grammatical correction G.2.1 —Amended as new <i>ESA</i> definitions of family Interface – Amended note to reflect new terminology
L.O.U. 1 Designation of Provincial and Local Matters APPENDIX 1 - Provincial Matters APPENDIX 2 - Local Matters	✓		Updated in PCA 2
L.O.U. 2 Intentionally Left Blank Re: Implementation of Article E.2 (Harassment/Sexual Harassment)		<b>Agreed 1/ 24/2007</b>	Previous LOU 2 incorporated into Article E.2
L.O.U. 2 Re: Approved List of Arbitrators for: D.3 Alternate School Calendar D.4 Middle Schools L.O.I. 1 Formalization of Middle School Provisions	<b>Added</b>	<b>Signed 8/14/ 2007</b>	
L.O.U. 3.a Re: Section 4 of Bill 27 Education Services Collective Agreement Act (June 2002)		<b>Agreed 1/ 24/2007</b>	Add to C.A. and numbered LOU 3.a as it is continued by the new LOU of the same name
L.O.U. 3.b Re: Section 27.4 Education Services Collective Agreement Act	New	<b>Agreed 1/ 24/2007</b>	Case. Numbered LOU 3.b as it relates to June 2002 LOU above
L.O.U. 4 Re: Early Incentive Payment	New	<b>Agreed</b>	Terminology
L.O.U. 5 Re: One Time Payment to Teacher Inflation Adjustment Account	New		Per MOA
LOU 6 Re: Employment Equity — Aboriginal Employees	New	<b>Agreed 1/ 24/2007</b>	Terminology and Re-titled as LOU
L.O.U. 7 Re: Provincial Articles Housekeeping Committee	New		Per MOA
L.O.U. 8 Re: Updating the Provincial Collective Agreement Mid-Contract Modification Process	New	<b>Agreed</b>	Terminology.
		<b>GP/SH 6/25/2008</b>	Amend cutoff date to 4 months prior end of term <b>MCM approved but still to be signed</b>
L.O.U. 9 Re: Rehabilitation Committee	New		Per MOA
L.O.U. 10 Re: Benefits Review Committee	New		Per MOA

L.O.U. 11 Re: 2008 Salary Harmonization	New	<b>Agreed</b> 1/24/2007	Reference Amended figures
L.O.U. 12 Re: Teacher Supply & Demand Initiatives	New		<ul style="list-style-type: none"> <li>▪ Per MOA and changes made during summer 2006. Pre-housekeeping.</li> <li>▪ Return to original signed language pursuant to Irene Holden award dated May 13,2008</li> </ul>
L.O.U. 14 Re: Category 5+ and Transition	<b>Added</b>	<b>Signed</b> <b>6/27/ 2007</b>	Supports new B.12
L.O.U. 15 Re: C.2 – Porting of Seniority – Separate Seniority Lists	<b>Added</b>	<b>Signed</b> <b>March 16 &amp; 21, 2008</b>	New LOU to address Adult Education Teacher seniority
L.O.U. 16 Re: C.2 and G.1 – Porting of Sick Leave and Seniority when holding Part Time in 2 Districts	<b>Added</b>	<b>Signed</b> <b>3/13/ 2008</b>	New LOU to address porting issues for teachers holding part time continuing appointments in 2 districts.
Previous LOU 3 School District Housing - Local Joint Committee	Deleted	Agreed 1/24/2007	Spent. If any issues arise, they are to be raised at Labour Management
Previous LOI 1BCTF/BCPSEA School District Housing – Provincial Committee	Deleted	Agreed 1/24/2007	Spent.