



LOCAL BARGAINING BULLETIN

Issue 3

June 25, 2013

The VTF Bargaining Team met with our employer for the last bargaining session of this school year on Friday, June 21st. Unfortunately, during this session, the Board representatives, including district management from Human Resources and elementary and secondary principals, declared impasse to key elements of our post and fill proposals.

As you are aware, The VTF and the Board had successfully negotiated a MCM (Mid-Contract Modification) to our post and fill process a few years ago. At that time, both the VTF and employer had the goal of increasing mobility in our district. We did that by allowing teachers to effectively look for positions without giving up their existing ones, and ensuring that fulltime, sought after positions would be posted as vacated. This was a great success, and we heard from members that they appreciated this new process when they were contemplating moving to new positions at other schools and worksites. Positions that would never have been posted before were now open to all teachers in the district.

In declaring impasse, the Board representatives stated that they would not negotiate an agreement that included a date where organizations were “set” and where all positions would be posted as vacated. They stated that this did not “work” for principals and did not provide the “flexibility” principals needed. The VTF also sought to improve the process in our proposal by ensuring common offering dates so that teachers applying for multiple positions during a round of postings could make an informed decision. This too was unacceptable to the Board representatives as they wanted principals to have the ability to interview and offer positions at their discretion.

We are deeply disappointed that we have been unable to move the MCM on post and fill into the Collective Agreement and know this was a priority for the VTF membership. The current extension of the MCM expires this coming March, so it is very likely at this point that we will be returning to the original language in our Collective Agreement for next Spring’s transfer process. The VTF Bargaining Team and the employer have set some tentative dates at the beginning of the new school year to conclude local bargaining. This is frustrating, given that the Mid-Contract Modification took years to negotiate and has been very successful for both parties. Without these key elements, the Mid-Contract Modification process fails to achieve its goals. We are very disappointed by these events.

We encourage members to sign up to the BCTF members only portal so they can get the latest provincial bargaining updates over the break and into the new school year. We were proud to bargain on behalf of the membership and will continue to work towards meeting the objectives we were given.

Sincerely,

VTF Bargaining Team

Provincial Update

Events unfolded rapidly on Monday of this week with the new Minister of Education moving to pursue the government's new directives. Despite progress at the Provincial Bargaining Table, BCPSEA representatives have been directed by the Minister to break off negotiations and withdraw from the bargaining table. The BCTF was informed later that same day that Peter Cameron has been appointed as government's negotiator for the 10-year proposal. He will be inviting the BCTF to meet with government, BCSTA and BCPSEA.

In response, the BCTF Executive Committee has passed a motion that all locals be requested to conduct a member vote.

The vote will be held at each Secondary School site and at the VSTA office (for TOCs and those on leave) on Thursday, June 27, 2013. This is not a strike vote but rather an opportunity for teachers to show their solidarity and send a strong message of support for our bargaining team and opposition to government interference in bargaining.

The BCTF is calling upon the British Columbia School Trustees Association to join us in opposition to government interference in the bargaining process.

In addition, Many of you may receive a personal letter from the new Education Minister Peter Fassbender has written directly to all BC teachers. Members are encouraged to respond through direct replies, social media and in letters to the editor.

Stay Informed

Sign on to the BCTF Members Portal at www.bctf.ca for up-to-date information or check out www.vsta.ca.

Ensure that the VSTA and BCTF have your current phone number and non-employer email address. Staff reps in your school are updating phone trees and email lists this week.



Complete the update below and submit it to your staff rep

Name:

Phone Number:

Non-Employer Email Address: