



BARGAINING BULLETIN

Issue 7

June 6, 2014

Why vote YES to ESCALATION

The BCTF Bargaining Team has faced a completely intransigent employer for over 16 months. **We need a continuing mandate from teachers across the province to increase pressure on the employer.** The employer has begun to throw every tactic they can conceive of to divide teachers from each other and devalue our work (arbitrarily docking our pay, imposing nonsensical lockout restrictions, issuing contradictory communications). We need to stand up and weather this storm together. Every YES vote counts.

Here's what BCPSEA has on the Table:

Money

- six year term (July 1, 2013 to June 30, 2019)
- 2 more years of 0 (2013-14 and 2014-15) following 2 years of Net 0 (2011-12 and 2012-13)
- 5.5% over six years plus 1.0% on ratification non retroactive
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- 0.75% on ratification dependent on accepting an equivalent concessions
- a signing bonus of \$1,200 per FTE teacher if a negotiated agreement is signed by June 30, 2014.

Contract Strips

1. Class Size and Class Composition

No class limits or staffing ratios to be part of the collective agreement. They propose a poorly defined workload fund with no dollar amount attached to replace all previous articles that address class size and composition and staffing levels.

2. Sick Leave

Capping the maximum accumulation of unused sick leave at 120 days. This would mean no accrual beyond the cap and more teachers needing to access teacher funded BCTF Short Term and Long Term Disability sooner.

3. Evaluation

Provincial Evaluation Process to replace *all current evaluation and dismissal* language in collective agreement on performance. This will provide greater management control of the process.

4. TTOC Pay

TTOCs to be paid on scale from day one to a *maximum* of the rate at Category 5, Step 5. This would result in a reduced pay for many TTOCs.

No Improvement

1. Preparation Time

No improvements to preparation time unless money is diverted from salary.

2. Benefits

No improvements to benefits unless money is diverted from salary increase. In Vancouver we have seen no tangible improvement to benefits for over 20 years.

The LRB and the Lockout: Through Christy's Looking Glass Darkly

This bargaining round, the BCTF applied to the Labour Relations Board (LRB) for an essential services designation with the understanding that under Section 73(2) of the essential services legislation, once an order has been made, the relationship between the employer and employees “must be governed by the terms and conditions of the collective agreement last in force between the employer and the trade union.” The essential services designation was granted, with the agreement of BCPSEA, for our full job action plan, including Stages 1, 2 and 3.



Despite this essential services designation being “in place”, the employer chose to issue a letter to the BCTF on May 21st (since amended on May 25th) indicating a partial lockout which included a restriction on attendance at the worksite, hours for performing work, a 10% reduction in pay and additional days of full lockout. The BCTF appealed this lockout to the LRB.

The LRB ruling that was filed on Thursday appears to have followed a far different process than on previous occasions. The ruling stated in effect that essential services only applies to the “relationship between the employer and those employees who are caught by the designation,” and not the collective agreement itself. As a result of this logic, the ruling states that BCPSEA has the right to partially lock teachers out and to impose a 10% pay cut without seeking permission from the LRB.

The LRB ruling then declined to rule on the 10% pay cut itself, how it was to be calculated, or whether it was reasonable. The issues of uneven enforcement of the terms of the lockout or the arbitrary exceptions to the 10% pay deduction were also not addressed. The BCTF and BCPSEA were directed to third party resolution (arbitration) to resolve this matter.

This ruling is deeply disappointing. Further analysis and the BCTF's response will be forwarded to members once it is available.