

So What's Really on the Table?

Collective Bargaining Between the BC Public School Employers' Association
and the BC Teachers' Federation

February 27, 2012

BCPSEA Proposals	BCTF Proposals
<p>Harmonization of Benefits One modernized, standardized benefit plan that will apply across all 60 districts and utilize significant cost savings associated with moving to one plan. Will result in benefit improvements for 60% of teachers.</p> <p>Professional Growth and Mentorship Annual individual professional development and professional growth plans that foster professional currency and engagement; clear and measurable expectations for all employees; regular feedback and support including mentorship options.</p> <p>Post & Fill, Employee Assignment and Transfer Competition between continuing contract teachers for postings based on experience, qualifications, performance and suitability with seniority as a tie-breaker. Individual teacher yearly assignments based on student needs, employee preference, and a balance of other school factors.</p> <p>Layoff and Recall Layoff in seniority order, but would allow teachers holding specialized positions who a district knows will be recalled to be bypassed in the layoff process. This would prevent a large number of unnecessary layoffs and lessen the disruption often caused by the layoff/recall process.</p> <p>BCPSEA costing of the BCTF revised package of proposals currently on the bargaining table can be found on our website.</p> <p>One of the challenges in this round of bargaining has been the BCTF refusal to engage in meaningful and productive discussion. For public messaging purposes, the BCTF has consistently characterized the employer proposals as “contract stripping” or “concessions” without any substantive discussion of the underlying principles or objectives.</p>	<p>Wages A 15% wage increase over three years, with an estimated cost of \$431 million.</p> <p>Grid Reduction An eight step experience grid in all districts — most currently have ten.</p> <p>Benefits 100% employer paid premiums for MSP, and 90% for dental, extended health benefits, group insurance. Improvements to vision care, audio care, and numerous other benefits.</p> <p>Increased Local Bargaining All significant items except salary, benefits, hours of work and paid leaves to be bargained locally — seeks a major change to the provincial–local split of issues negotiated by the parties in 1994 (a return to bargaining the same or similar matters 60 times in 60 school districts).</p> <p>Preparation Time 150 minutes of preparation time for elementary teachers (currently 90 on average) and 25% (double the current allotment) preparation time or time out of the classroom for secondary teachers.</p> <p>Release from instructional Time for Meetings Release time or compensation in lieu for all teachers required to attend meetings, including parent/teacher interviews.</p> <p>Leave Improvements Five days paid leave for bereavement leave, one day paid discretionary leave.</p> <p>Sick Leave Access to paid sick leave for teachers on call (casual employees).</p>