

REPORT FROM THE PROVINCIAL TABLE #20
June 21, 2011

URGENT: Provincial bargaining team urges a strong “YES” vote—please read carefully

BCTF and BCPSEA met for their 20th bargaining session on June 21, 2011.

BCPSEA tabled massive concessions under the heading “teacher quality.” It should have been called “disrespect.”

BCPSEA, on behalf of government and school trustees, want to:

- eliminate seniority provisions for all employment decisions. Instead, all placements (postings, transfers, assignment in school) would be determined by the employer (principal) based on four equal factors—employee experiences related to the position, performance, qualifications, and “suitability” to the position and school.
- force transfer by the employer of any teacher for “educational, financial, or administrative reasons” with one month’s notice. Every teacher would be subject to potential forced transfer every year.
- have TTOC’s compete with external applicants for all positions.
- wholesale strip all post and fill, layoff, transfer, and assignment provisions in existing collective agreements.

In addition, they want to replace all evaluation, discipline and dismissal language, and protections from the collective agreement with a proposal called professional growth and engagement. Instead they want:

- yearly evaluations of every teacher, with no processes whatsoever.
- the ability to fire a teacher based on a single evaluation.
- the removal of all due process protections in the collective agreement.

The above proposals were tabled with finite timelines of implementation.

The government rep, Claire Avison, stated that her role was to ensure that all proposals were consistent with government policy objectives. It is clear government supports these massive contract stripping proposals. The trustee representative stated that these proposals are in line with the BCPSEA themes tabled on May 24, and he did not see it as contract stripping but as a way to initiate discussions on changes needed for public education and supportive of the teaching profession. Jacquie Griffiths stated that the proposals were not about fixing the teacher but a way to support the workforce based on current knowledge of best human resource practices

Again, their proposals show a total lack of respect for our members and the teaching profession.

The BCTF tabled our salary proposal. We asked for a fair and reasonable cost of living adjustment, as well as a market salary adjustment to put British Columbia teachers back in line with Alberta and Ontario salaries. We pointed out that Alberta teachers are receiving a 4.4% increase in September, and Ontario teachers a 3% increase. This will mean British Columbia teachers are up to \$21,000 behind Alberta teachers at the top of the scale. We told BCPSEA we are expecting a net improvement in our package and invited them to table a counter proposal. They have not tabled any salary proposal.

So far, BCPSEA has tabled nothing but concessions and massive contract stripping. There is no indication they are willing to consider any improvements even if it is "balanced" by a concession.

We need a strong mandate from members to put pressure on government/school districts and BCPSEA at both the provincial and local tables to negotiate the necessary improvements in wages, benefits, preparation time, class size and composition, caseloads and learning specialist ratios, paid leaves, and local issues.

Please vote "YES" and support your bargaining team.

Please find attached the two proposals received today from BCPSEA.

The next scheduled meeting is Thursday June 23.

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