

# State of bargaining proposals as of September 2, 2014

BCTF	BCPSEA
<b>Term</b>	
<p>Five-year term (July 1, 2013 to June 30, 2018).</p>	<ul style="list-style-type: none"> <li>• Proposed a change to the term of the agreement from ten years to six years (July 1, 2013 to June 30, 2019).</li>   <li>• <b>E81 withdrawn</b>            If either party is unhappy with the outcome of the government's appeal of the court case the entire collective agreement can be terminated and a new round of bargaining begins.</li> </ul>
<b>Salary</b>	
<ul style="list-style-type: none"> <li>• \$5000 signing bonus on ratification</li> <li>• July 1, 2014—3.5%</li> <li>• July 1, 2015—1.5%</li> <li>• July 1, 2016—1.5%</li> <li>• July 1, 2017—1.5%</li> </ul> <p><b>Grid reduction:</b></p> <ul style="list-style-type: none"> <li>• <del>“Shortening” of the teacher salary grid from 10 steps to 8 steps by removing the first 2 steps on the grid</del></li> <li>• Increases to all allowances by a set percentage</li> </ul>	<p>General wage adjustment:</p> <ul style="list-style-type: none"> <li>• A signing bonus of \$1,200 per FTE teacher if a negotiated agreement is concluded by June 30, 2014.</li> <li>• Proposal:               <ul style="list-style-type: none"> <li>• July 1, 2013—0%</li> <li>• Date of ratification or July 1, 2014—1.0%</li> <li>• February 1, 2015—2.0%</li> <li>• July 1, 2015—0%</li> <li>• July 1, 2016—1.0%</li> <li>• July 1, 2017—0.5%</li> <li>• May 1, 2018—1.0%</li> <li>• July 1, 2018—0.5%</li> <li>• May 1, 2019—1.0%</li> </ul> </li> </ul> <p><i>Note: Percentages are on total compensation package. Total teacher compensation is 3 billion. A 1% increase is 30 million. Of that, 27 million goes to salary and wage impacted benefits. 3 million can be allocated by the union.</i></p>
<b>TTOC Employment</b>	
<ul style="list-style-type: none"> <li>• Pay in lieu of benefits:</li> <li>• 2014—\$10.00</li> <li>• 2015—\$20.00</li> <li>• TTOCs to be paid on scale from day one to a maximum of the rate at Category 5, Step <del>9</del> <b>8</b></li> <li>• Minimum call-out of 0.5 day</li> <li>• Seniority call-out</li> <li>• Experience credit of 170 days or part-days equalling one years' experience—<b>superior provisions red circled e.g. 160</b></li> </ul>	<p>A counter-proposal package, which includes:</p> <ul style="list-style-type: none"> <li>• Standardized experience credit of <del>180</del> <b>170</b> full-time equivalent days equalling one year of experience, as well as increment awarded in the month following the month in which it is earned.</li> <li>• Agreement of the union to reimburse all salary and benefit costs where a TTOC replaces an employee on union leave. (<i>Attempts to reverse a recent win on this issue in arbitration.</i>)</li> </ul>

<p>days.</p>	<ul style="list-style-type: none"> <li>• TTOCs to be paid on scale from day one to a maximum of the rate at Category 5, Step 6</li> </ul>
<p><b>Benefits</b></p>	
<p>Incremental phased in improvements to the extended health benefits plan phased in over last 2–3 years:</p> <ul style="list-style-type: none"> <li>• <del>Open formulary drug plan</del></li> <li>• Fertility <del>2014</del> <b>2015</b>, \$20,000 lifetime max <b>Fertility 2015, \$30,000 lifetime max</b></li> <li>• Hearing aids <del>2015, \$2,500</del> 2016, \$2,000 ever <del>36</del> <b>48</b> months</li> <li>• Orthotics</li> <li>• Vision</li> <li>• Paramedicals</li> <li>• <del>Massage Therapy, \$3,000 per year as prescribed</del></li> <li>• <del>Physiotherapy athletic therapy</del></li> </ul> <p>Improvements to the dental plan:</p> <p><b>July 2015:</b></p> <ul style="list-style-type: none"> <li>• <del>100% Plan A</del></li> <li>• <del>60% Plan B</del></li> <li>• <del>60% Plan C—\$4,000 limit</del></li> </ul> <p>July 2016:</p> <ul style="list-style-type: none"> <li>• 100% Plan A</li> <li>• <del>65%</del> 60% Plan B</li> <li>• 60% Plan C—\$5,000 limit</li> </ul>	
<p><b>Pregnancy/Parental Supplemental Employment Benefits (SEB)</b></p>	
<p>Include all definitions of parents including birth fathers and adoptive parents</p> <p>Phased in improvements to SEB:</p> <p>July <del>2014</del> <b>2015</b></p> <ul style="list-style-type: none"> <li>• Top-up of 100% for pregnancy leave ( 17 weeks )</li> <li>• <del>Top-up phased in for parental leave:</del> <del>100% first 2 weeks</del> <del>60% for 35 weeks</del></li> </ul>	<ul style="list-style-type: none"> <li>• Update provisions in districts to reflect the current provisions of the <i>Employment Standards Act</i> and standardize the provision.</li> </ul>
<p><b>Professional Development Funding</b></p>	
<p><del>The BCTF is proposing that each teacher employee would receive the following funding:</del></p> <ul style="list-style-type: none"> <li>• <del>October 1, 2014—\$350</del></li> </ul> <p><del>AND, each teacher employee receiving the Recruitment and Retention allowance would also receive:</del></p> <ul style="list-style-type: none"> <li>• <del>October 1, 2014—\$800</del></li> </ul>	

<b>As of October 1, 2016, funding increased at same rate as salary.</b>	
<b>Preparation Time</b>	
<p>The BCTF is proposing increases to preparation time as follows:</p> <ul style="list-style-type: none"> <li>• Elementary weekly <ul style="list-style-type: none"> <li>• Effective July 1, 2014—120 minutes</li> <li>• Effective July 1, 2015—<del>150</del> 140 minutes</li> <li>• Effective July 1, 2016—<del>180</del> 160 minutes</li> <li>• <b>Effective July 1, 2017—180 minutes</b></li> </ul> </li> <li>• Secondary <ul style="list-style-type: none"> <li>• 194 minutes weekly (12.5%) <b>plus one full day per year</b> (includes Adult Ed and Distance Ed teachers)</li> </ul> </li> <li>• TTOCs receive the same preparation time as a regular teacher, or pay in lieu</li> </ul>	<p><i>BCPSEA continues to maintain that this means more money for less work and therefore, they are not interested.</i></p>
<b>Sick Leave</b>	
Not an objective	Withdrawn
<b>Evaluation</b>	
Not an objective	<ul style="list-style-type: none"> <li>• Arbitrators could overlook technical breaches of the evaluation procedure regarding feedback and assistance plans</li> <li>• Previous proposal on entire process withdrawn</li> </ul>
<b>Class Size-Composition and Staffing Ratios</b>	
<ul style="list-style-type: none"> <li>• Workload fund as an interim measure pending outcome of court case.</li> <li>• Annual new money to address class size/comp and staffing ratios. 2014—<del>225 million</del> 175 million 225 million in each remaining year</li> <li>• Use of fund would be by mutual agreement of union and employer.</li> <li>• Disputes on use would go to third party.</li> <li>• Placeholder provision ensures the outcome of the court case is protected.</li> </ul>	<p>E80</p> <ul style="list-style-type: none"> <li>• A process to address changes in the School Act class size limits.</li> <li>• Union could attempt to address detrimental changes through negotiations.</li> <li>• LIF incorporated into the collective agreement.</li> <li>• Use of fund ultimately up to employer.</li> <li>• Commitment to 75 million per year for term of the agreement.</li> <li>• These provisions supersede and replace all previous Articles that addressed class size, composition, and staffing levels.</li> </ul>
<b>School Calendar</b>	
Not an objective	<ul style="list-style-type: none"> <li>• The proposal would enable each school in a district to adopt its own calendar.</li> <li>• The union would be consulted if the proposed calendar conflicts with school day or school year provision.</li> </ul>

	<ul style="list-style-type: none"> <li>The proposal calls for an adjudication process but ultimately those provisions will be overridden and the calendar implemented.</li> </ul> <p><i>Major concession. Effectively wipes out all hours of work provision.</i></p>
<b>Grievance Procedure</b>	
Not an objective	Withdrawn