

Talking about...

THE SPLIT OF ISSUES

April 12, 2011

What is “The Split of Issues”?

- In 1994, the Government enacted legislation that imposed a Provincial Bargaining model on teachers in BC.
- This legislation (PELRA—Public Education Labour Relations Act) moved Salary, Benefits, Paid Leaves and Hours of Work plus any “cost items” to the Provincial Table. Previously, Locals had negotiated these and all other items.
- Other matters (no-cost items) could be bargained locally. Occasionally, issues are addressed through Mid-Contract Modifications, however, this is a slow, ineffective, and costly process.
- Based on factors at the time, the BCTF and BCPSEA negotiated *Letters of Understanding (LOU #1 and LOU#2)* that placed the majority of bargaining issues at the Provincial Table.
- Subsequent years of bargaining showed very little progress on any items beyond Salary, Benefits, Paid Leaves and Hours of Work. The Provincial Table is unable to address the unique and varied working and learning conditions throughout the province. This has resulted in a broken system of Bargaining for teachers.
- Our Provincial Team has been directed to re-negotiate the Split of Issues first. We are seeking a fundamental change to the way that we negotiate with our employers. We are also seeking an envelope of funding to support and fund any improvements we are able to negotiate locally.

Why is it important to teachers right now?

- We have gone through many rounds of Bargaining where Vancouver teachers' priorities have not been addressed at the Provincial Bargaining table. The Provincial table cannot negotiate provisions that are suitable for all locals across the Province, given the diversity of our school districts.
- Vancouver's teachers need to negotiate solutions to Vancouver's issues. Who better to make informed decisions on what is best for our classrooms and our students than those of us who work there every day.
- Because we have been unable to negotiate locally, many of our working conditions no longer reflect our day-to-day work, and we have few ways to resolve problems when they arise. We are seeking changes to our Collective Agreement that reflect current conditions and realities.
- Bill 33 is a disastrous example of Government using legislation instead of meeting teachers at the bargaining table.

When teachers bargained locally, Vancouver teachers were able to negotiate:

Term and Renegotiation of Collective Agreement, Legislative Change, Recognition of the Union, Membership Requirement, Exclusions from the Bargaining Unit, No Contracting Out, Local Dues Deduction, President / Officer Release, Management Rights, Pro-D Chairperson Release, Release for Local, BCTF, College of Teachers and Education International Business, Leave for Contract Negotiations, Staff Representatives, Right to Representation, School Staff Committee, Access to Information, Staff Orientation, Copy of Agreement, Grievance Procedure, Expedited Arbitration, Troubleshooter, Placement on Scale, Category Addition, Category Elimination, Experience Recognition, Salary Scale, Trade, Technical and Work Experience, Increment Date, Part-Time Employees Pay and Benefit, Teachers-on-Call Pay and Benefit, Summer School and Night School Payment, Associated Professionals, Positions of Special Responsibility, Teacher in Charge, Automobile / Travel Allowance, First Aid Allowance, Isolation Allowance, Moving/Relocation Allowance, One-Room School Allowance, Classroom Supply Allowance, Housing Assistance, Part Month Payments and Deductions, No Cuts in Salary and Benefits, Pay Periods, Payment for Work Beyond Regular Work Year, Board Payment of College Fees, General Benefits, Benefits, Death Benefits, Unemployment Insurance / SIP Rebate, Continuation of Benefits, Retirement Benefits, Employee and Family Assistance Program, Personal Property Insurance, Group RRSP, Employment on Continuing Contract, Dismissal and Discipline for Misconduct, Dismissal Based on Performance, The Process of the Evaluation of Teachers' Teaching Performance, Part-Time Teachers' Employment Rights, Teacher-On-Call Hiring Practices, Seniority Layoff, Recall, Severance Pay, Retraining, Hours of Work, Prep Time, Regular Work Year for Teachers, Duration of School Day, Supervision Duties, Availability of Teacher-On-Call, Teacher-On-Call Working Conditions, Mentor Beginning Teacher Program, Childcare for Work Beyond Regular Hours, Home Education, Itinerant Teachers, Space and Facilities, Nontraditional Worksites, Correspondence Courses, Technology Change, Hearing and Medical Checks, Services to Teachers, Inner-City Schools, Definitions, Posting Vacant Positions, Filling Vacant Positions, Offer of Appointment to the District, Positions and Assignments, Non-Sexist Environment, Sexual Harassment, Harassment, Falsely Accused Employee Assistance, Parental Complaints, Violence Prevention in Schools, Criminal Record Checks, Resignation, Educational Change, Professional Development, Professional Days, School Accreditation, Professional Autonomy, Sick Leave, Maternity and Parental Leave, Short Term Parental Leave, Adoption Leave, Jury Duty, Educational Leave, Bereavement/ Compassionate Leave, Leave for Family Illness, Discretionary Leave, Leave for Elected Office and Community Service, WCB Leave with Pay, ERIP, Leave of Absence Incentive Plan, Religious Holidays, Leave to Attend Retirement Seminars, Leave for Communicable Disease, Leave for Conference Participation, Leave for Competitions, Leave for Visiting Exchange Teachers, Leave for University Convocations, Leave for Blood, Tissue and Organ Donations, Leave for Exams, Miscellaneous Leave with Cost.