



Bargaining Update

2013 November 25

The VTF bargaining team met with the employer for the 19th time on November 21 where we continued to seek improvements to post and fill language in the collective agreement.

We have heard from members that the current system where school organization is completed in early May, with **early postings** and **no requirement to submit a transfer card** is a better system for teachers.

We know from the past few years, that this "fixed date", after which the organization cannot be altered, and any new vacancies must be posted "as vacated" has had two vitally important effects:

1. The spring transfer round of postings have a significantly increased number of viable, desirable postings that are available to all teachers.
2. Teachers are aware early what their teaching load will be for the upcoming year and can plan and collaborate accordingly.

We have reached impasse at the table today on post and fill because the board has refused to consider any proposal that includes either the principle of the "fixed date" for school organization, or the "post as vacated" concept.

In response to our questions about why they would not consider these principles, their responses had little to do with the question and ignored the 5 years of successful arrangements under the mid-contract modification that put these two concepts into place. It would appear that the only reason the Board is refusing to discuss these concepts is a desire to remove any barriers to the principal's ability to arbitrarily decide on the content and timing of school organization and postings. This is unacceptable to us.

We are disappointed with today's outcome. We have two bargaining session dates booked for December. We will bring forward revised language for Consultants and Mentors and Health and Safety.