

DISCUSSION DOCUMENT

AREAS OF AGREEMENT AND DISAGREEMENT

Issues re Pay	BCTF	BCPSEA
Daily Rate \$190 applies to?	Applies to all TOCs whether certified or not	Certified TOCs & Letters of Permission only
Red circling of higher daily rates	Red circle previous rates	Red circle people only
Triggers for TOC increases that link to general wage increases	Not specifically discussed.	Provisions will be considered replaced by provincial language. Any increases to \$190 must be negotiated.
Standardize total comp re Daily rate	Pay in lieu of benefits & daily rates are independent of each other. \$190 is the daily rate plus greater of \$3 or % in lieu of benefits and/or vacation calculated on the new rate of \$190	\$190 + \$3. The underlying principal is standardization. To continue superior local provisions is inconsistent with the principal. Also, no funding for increased costs on new base
Red-circling if \$193 is less than previous total amount received	Continue superior provisions on pay in lieu	Red circle teachers at their March 31'06 total amount of daily rate + pay in lieu
Standardize total Comp when paid on Grid	Not specifically discussed but anticipate same position as daily rate. 1/189 th of new grid rates plus greater of \$3 or % in lieu of benefits	Should standardize total comp. Superior local provisions should be replaced. Consistent with principle re harmonization of grids and standardized TOC daily rates.
Red-circling if previous total amount higher than new total amount	Anticipate same position as daily rate. Continue superior provisions	As above for daily rate. Red-circle teachers at their March 31'06 scale rate plus any % in lieu of benefits.
When 1/189th is less than \$190	TOCs on scale receive the greater of applicable per diem on scale or \$190	Agreed
Local calendars	Must be addressed	This is an issue for negotiation during the MCM process

Issues Re TOC Seniority	BCTF	BCPSEA
Language	<p>Implementation requires provincial negotiation and guidance.</p> <p>The application is determined by local provisions.</p>	<p>Requires amendment to the Collective Agreement.</p> <p>The application of seniority is determined by local provisions.</p>
Seniority accrual starts when?	Retroactive to day 1	Retroactive to day 1
<p>Temporary Teacher Seniority.</p> <p>Anomalies where Term/temp teachers don't accumulate and TOCs will.</p>	<p>Seniority accumulation must be extended to Temps as part of VR recommendations.</p> <p>Anomalies must be addressed provincially.</p>	<p>This is a bargaining issue, not an implementation issue. Ready did not award additional seniority in this area.</p>