

COMMISSION TO REVIEW TEACHERS' BARGAINING MODEL

The one-person commission will consult with groups in the education sector and review procedures used in other jurisdictions to recommend procedures for future collective bargaining in B.C.

Terms of Reference for the Commission:

(1) inquire into the structures, practices and procedures for collective bargaining by the employers' association, school boards and the BCTF;

(2) review structures, practices and procedures used for teacher collective bargaining in other jurisdictions within Canada and elsewhere in the world;

(3) propose options for improved teacher collective bargaining in British Columbia. The elements of each option must include:

- (a) the definition of the bargaining relationship:
 - (i) the geographic definition of bargaining agents (i.e. provincial, regional or local);
 - (ii) governance (i.e. who is at the table? how do they bargain? who sets the bargaining mandate?) of the employer bargaining agent(s); and
 - (iii) whether there should be different "tiers" of bargaining (e.g. some issues at the provincial level, some issues at the regional or local levels);
- (b) the school financing and accountability system that would be aligned with the proposed structure for the employer bargaining agent in any single option;
- (c) the process for facilitating the achievement of a negotiated collective agreement at the bargaining table;
- (d) the procedure(s) to be followed in the event of an impasse at the bargaining table, including facilitative measures such as mediation and a mechanism for objective reporting to the public on the issues behind the impasse;
- (e) the constraints, if any, to be placed on the right to strike or lockout in the event of an impasse at the bargaining table;
- (f) what, if any, dispute settlement mechanism would be prescribed as an alternative to strike/lockouts.

In considering and proposing options, the Commission must balance the following factors:

- (1) the public's interest in minimizing disruptions in the provision of education programs to students;

- (2) the right of employees to be fairly compensated for their services;
- (3) the value of maintaining and enhancing a positive atmosphere at all levels of the school system (i.e. classroom, school, school district and provincial);
- (4) the value of a well-functioning collective bargaining system with appropriate incentives and pressures to encourage settlements at the bargaining table;
- (5) the value of effective, efficient and expeditious collective bargaining and dispute settlement;
- (6) the views of school boards, the BCTF, the employers association, the provincial government and other key stakeholders in the public education system;
- (7) any other factor that the commission considers relevant or that the Minister may direct.

Media Betty Nicholson
contact: Director of Communications
 250 387-2699

Visit the province's Web site at www.gov.bc.ca for online information and services.