

December 16, 2004

Commission to Review Teacher Collective Bargaining

□ **September 8, 2003:** Minister of Skills Development and Labour Graham Bruce announced his intention to proceed with a review of the teacher collective bargaining structure, as per Section 5 of the *Education Services Collective Agreement Act*. As the first step, the Minister appointed Don Wright, a respected senior civil servant, to assist in developing the terms of reference for this review. Specifically, he was asked to:

- review the history of collective bargaining in BC
- consult with the key stakeholders and seek their recommendations concerning the development of terms of reference
- establish draft terms of reference for a commission of inquiry.

Mr. Wright consulted with the key stakeholders in the sector. The organizations consulted covered a broad spectrum of stakeholders including organized labour, trustees, parents, government, and employers.

□ **November 10/13, 2003:** Mr. Wright delivered his report to the Minister on November 10; it was provided to the organizations representing stakeholders and released to the public on November 13.

□ **December 19, 2003:** Don Wright was appointed as a one person commissioner to undertake an inquiry into teacher-public school employer bargaining structures, practices and procedures and to identify options that improve collective bargaining for the Minister of Skills Development and Labour to consider. Commissioner Wright held a series of meetings with the British Columbia Public School Employers' Association (BCPSEA), the British Columbia Teachers' Federation (BCTF), trustees, teachers, district staff, school boards and union locals.

□ **March 30, 2004:** The Commissioner wrote to the BCTF, BC School Trustees Association (BCSTA), and BCPSEA seeking input into 60 questions he identified that would inform his process of inquiry. The questions were arranged thematically:

- Funding Public Education
- Principles of Collective Bargaining
- Lessons from History and Elsewhere
- Higher Level Structural Issues
- Dynamics at the Bargaining Table

- Right to Strike/Lockout
- What is Being Bargained
- Transition Issues
- The Effect on the Classroom

- **August 16, 2004:** Commissioner Don Wright delivered an options paper to the parties designed to promote discussions about feasible options for teacher-employer collective bargaining in British Columbia.

The options paper identified five dimensions fundamental to collective bargaining. Within each dimension, Mr. Wright analyzed the possible options for achieving a successful collective bargaining structure; he noted the strengths and weaknesses of each option; and he identified the conditions necessary for each option to be successful.

The five dimensions were phrased as questions:

1. Where will the issues be bargained?
2. Who will be the bargaining agent for the employer?
3. How will impasses at the bargaining table be resolved?
4. What should be the scope of bargaining?
5. What transition measures are required?

- **September 2004:** The parties (BCPSEA, BCTF, BCSTA) provide their final submissions to the Commissioner.
- **December 16, 2004:** The Commissioner releases the final report of the Commission to Review Teacher Collective Bargaining.