

January 24, 2012

Our 71st bargaining session

The focus of today's bargaining session was almost entirely on the costing of BCTF proposals tabled last week. BCPSEA presented a comprehensive review of our calculated costing of the union's proposals (including base data and methodology) and restated our willingness to work cooperatively with the BCTF researchers to develop joint methodology and final numbers. The offer to work together on final costing was once again rejected.

BCPSEA's costing of the BCTF's proposals **for Year 1 only** is as follows:

▪ Salary	\$82,279,342
▪ Salary Grid Reduction	\$56,500,000
▪ Benefits	\$98,600,000
▪ Preparation Time	\$223,510,000
▪ Compassionate Care Leave	\$158,620
▪ Discretionary Leave	\$9,270,000
▪ Pregnancy (Maternity), Parental, and SEB Plans	\$27,810,000

Total preliminary cost estimate (Year 1 only): **\$498,127,962**

Total 2009/2010 payroll (salary + benefits) was: *\$2,913,000,000*

Increased cost as a % of 2009/2010 payroll: *+17% for Year 1 only*

The union had also tabled additional proposals that have a direct cost, but we have not yet included them in the above calculation.

Additional funds would also be required to implement the following BCTF requests (as tabled in their settlement package):

- Mid-Year Increment Dates
- Restoration of Burnaby, Richmond, Gulf Islands Salary Grids
- Increment Dates for TTOCs
- TTOC Pay improvement
- Adult/Continuing/Summer School Class Cancellation Wage Guarantee
- Paid Release Time for Meetings
- Bereavement Leave
- Leave for Union Business

The full cost of the BCTF proposals over a 3 year contract period (the time frame requested by the union) is:

- **Year 1: \$498,127,962**
- **Year 2: + \$683,268,323** (an additional \$185,140,361 for the Year Two 6% additional salary increase)

- **Year 3: + \$879,517,106** (an additional \$196,248,783 for the Year Three 6% additional salary increase)

TOTAL COST: \$2,060,913,390 (total cumulative cost of the 3 year agreement as proposed by the BCTF still without the 8 items above)

BCPSEA had previously requested an explanation of the BCTF's stated 'overall cost of \$300 million' for their proposals (including their methodology and calculations), but we have not received any new information to date. Our offer to work with the BCTF to create accurate, shared cost estimates remains in place.

The above figures also do not include any costs to government arising from settlement of the Bill 28 class size dispute. They did reference today that similar costing of the government's 'stripping of their contract' would result in a owed repayment to teachers of \$4 billion.

The parties are next scheduled to meet in bargaining tomorrow afternoon. The BCTF has indicated they will be making another presentation on their proposals, which is expected to focus on the reasonableness of their salary and contract improvement requests when compared with teacher agreements in Alberta and Ontario. They will have teacher observers from the Qualicum union local in attendance, and will be preparing for their provincial Representative Assembly taking place at the end of this week.