

Article A.5: Committee Membership

❖ Overview

This article establishes how employees covered by the collective agreement will be appointed to committees. It also establishes payment provisions for committee members or Teachers on Call attending meetings.

❖ Article A.5: Committee Membership

1. *Local representatives on committees specifically established by this Collective Agreement shall be appointed by the local.*
2. *In addition, if the employer wishes to establish a committee that includes bargaining unit members, it shall notify the local about the mandate of the committee, and the local shall appoint the representatives.*
3. *Release time with pay shall be provided by the employer to any employee who is a representative on a committee referred to in Article A.5.2 and A.5.3 above, in order to attend meetings that occur during normal instructional hours. Teacher on Call costs shall be borne by the employer.*
4. *When a Teacher on Call is appointed to a committee referred to in Article A.5.2 or A.5.3 above, and the committee meets during normal instructional hours, the Teacher on Call shall be paid pursuant to the provisions in each district respecting Teacher on Call Pay and Benefits. A Teacher on Call attending a “half day” meeting shall receive a half day’s pay. If the meeting extends past a “half day,” the Teacher on Call shall receive a full day’s pay.*

❖ Explanation

- A.5.1** 1. *Local representatives on committees specifically established by this Collective Agreement shall be appointed by the local.*

A.5.1 establishes that the local association will appoint the union’s representatives on the committees established in the collective agreement. Committees commonly found in agreements include Occupational Health and Safety, Pro D, School Staff, and Educational Change.

- A.5.2** 2. *In addition, if the employer wishes to establish a committee that includes bargaining unit members, it shall notify the local about the mandate of the committee, and the local shall appoint the representatives.*

A.5.2 provides that if the employer wishes to establish any other committee that will include members of the bargaining unit, the local will select the people to represent the bargaining unit.

When the local must make appointments to a committee, the district will provide the local with a description of the committee's mandate. The information on the mandate should include the employer's view of the desired qualifications and teaching experience of the representatives.

A.5.2 applies to any committee where the teacher members represent the local and its members. It is not intended to cover a committee composed of an entire group, such as a committee of all the librarians in the district to discuss library issues, or a committee of all counsellors to discuss the provision of services. In these cases, the local should be advised of the committee and its purpose.

This article is not intended to apply to committees struck by the Ministry of Education.

- A.5.3** 3. *Release time with pay shall be provided by the employer to any employee who is a representative on a committee referred to in Article A.5.2 and A.5.3 above, in order to attend meetings that occur during normal instructional hours. Teacher on Call costs shall be borne by the employer.*

A.5.3 establishes that when a committee member is required to attend a meeting during instructional time, the member's pay will not be reduced. If a Teacher on Call (TOC) is required to replace the employee attending the meeting, the district will assume the Teacher on Call cost. This provision does not require committee meetings to be held during instructional time.

- A.5.4** 4. *When a Teacher on Call is appointed to a committee referred to in Article A.5.2 or A.5.3 above, and the committee meets during normal instructional hours, the Teacher on Call shall be paid pursuant to the provisions in each district respecting Teacher on Call Pay and Benefits. A Teacher on Call attending a "half day" meeting shall receive a half day's pay. If the meeting extends past a "half day," the Teacher on Call shall receive a full day's pay.*

A.5.4 anticipates that a Teacher on Call may be appointed as a representative on a committee and provides that the Teacher on Call will be paid according to the provisions of the local agreement.

This reference is required because local agreements differ in how Teachers on Call are paid for a day or a part-day's assignment. Payment to the Teacher on Call is made whether or not the Teacher on Call would have otherwise

been called in on the day of the meeting. Teachers on Call will be paid for part of a day in accordance with the district's current practice and/or previous collective agreement.

❖ Administration

For administrative convenience, an understanding must be established with the local to notify the district in writing of all appointments to committees.

❖ Relationship to Other Articles

Refer to the articles in your Previous Local Agreement on the provision of a Teacher on Call when an employee is absent, and on the provision of pay and benefits for Teachers on Call.