

BRITISH COLUMBIA
PUBLIC SCHOOL EMPLOYERS'
ASSOCIATION

Summary: K-12 Public Education Support Staff Framework Agreement 2006-2010 (the “Framework Agreement”)

Background

On May 22, 2006 a Letter of Understanding (LoU) was concluded between the BC Public School Employers' Association, 11 school board signatories to the LoU and 13 support staff union signatories to the LoU, establishing a Framework Agreement. The school boards are:

- 23 (Central Okanagan)
- 28 (Quesnel)
- 37 (Delta)
- 41 (Burnaby)
- 57 (Prince George)
- 59 (Peace River South)
- 62 (Sooke)
- 63 (Saanich)
- 71 (Comox Valley)
- 78 (Fraser-Cascade)
- 79 (Cowichan Valley)

The unions include 8 Canadian Union of Public Employees (CUPE) locals, 4 Construction Maintenance and Allied Workers (CMAW) locals, and 1 United Steelworkers local.

The school boards and local unions subsequently concluded, also on May 22, individual Memoranda of Agreement (MoA) consolidating the LoU and their locally negotiated collective agreement provisions.

K-12 Framework Agreement: 2006-2010

The Framework Agreement serves three purposes:

- Settles the compensation aspects of the 13 collective agreements
- Provides guidance to other boards and unions on the financial aspects of 2006-2010 collective agreements
- In recognition of a number of sectoral employment policy matters, creates a series of funds that can be accessed by employers and support staff unions other than those who are signatories to the agreement if they agree to the terms of the agreement in this round of bargaining.

While not binding on any parties other than the signatories, Government will not fund, and BCPSEA will not be able to approve, financial settlements in excess of the framework agreement unless the additional monies result from net zero trade-offs.

The agreement elements include:

Compensation

- Term of agreement: July 1, 2006 – June 30, 2010
- General wage increase of 2% in each of the four years of the agreement
- Incentive payment of up to \$3700 for each full time equivalent employee including temporary and casual employees
- Fiscal dividend.

Policy Matters

The maintenance of a skilled workforce to support K-12 public education was seen as a policy imperative of school boards, government and support staff unions. To that end, the Framework Agreement makes a series of commitments to support skills upgrading and provide funds to address the employment implications resulting from changes in public education:

- Public Education Support Staff Skills Enhancement, Apprenticeship and Workforce Adjustment Committee
 - Skills enhancement and retraining fund of \$3 million (one-time fund)
 - Apprenticeship fund of \$3 million (one-time fund)

- Workforce Adjustment fund of \$4 million (one-time fund) to support issues arising from non-routine and fundamental restructuring
- Apprenticeship Sponsor funding of \$828,000 on July 1, 2007, 2008 and 2009, cumulative
- Workforce adjustment fund of \$4 million (one time fund)
- Labour market fund of \$1.65 million July 1, 2007 and \$828,000 on each of July 1, 2008 and 2009, cumulative; creation of labour market committee and criteria
- Trades adjustment of \$1.65 million July 1, 2007 and \$828,000 on each of July 1, 2008 and 2009, cumulative
- Liaison on education policy matters with the Minister of Education through a series of scheduled meetings.

Other Matters

There were two other matters that the parties believed were necessary to address during the term of the agreement:

- Education Assistants Committee to investigate and make recommendations regarding education assistant hours and payment
- Long Term Disability and Joint Early Intervention plan for the remaining districts and locals not previously covered by Bill 7, the *Public Education Support Staff Collective Bargaining Assistance Act* (2000).

School boards and their support staff unions are expected to continue negotiations and attempt to conclude a collective agreement. The Framework Agreement provides the necessary direction on compensation and selected policy matters that have employment implications. The provincial government has committed to funding the commitments established in the agreement. The Framework Agreement is not subject to further negotiation. Where employers and unions conclude a collective agreement and accept the terms and commitments established in the Framework Agreement, the parties will append the agreement to the collective agreement, making the necessary amendments to incorporate the terms.

Compensation Settlement		
Term	July 1, 2006 to June 30, 2010	
General Wage Increase	July 1, 2006 - 2.0% July 1, 2007 - 2.0% July 1, 2008 - 2.0% July 1, 2009 - 2.0%	
Incentive Payment	Up to \$3,700 per FTE	
Labour Market Adjustments (Trades employees)	July 1, 2006 - \$ 1,656,000 July 1, 2007 - \$ 828,000 July 1, 2008 - \$ 828,000	Targeted wage adjustment to trades employees to address recruitment and retention concerns.
Labour Market Adjustment Fund	July 1, 2007 - \$ 1,656,000 July 1, 2008 - \$ 828,000 July 1, 2009 - \$ 828,000	Allows districts the ability to apply to the Public Education Support Staff Skills Enhancement, Apprenticeship and Workforce Adjustment Committee (see below) to address demonstrated recruitment and retention problems.
Fiscal Dividend	<i>Depends upon the fiscal surplus achieved in fiscal 2009/10</i>	
Policy Issues		
<p>Public Education Support Staff Skills Enhancement, Apprenticeship and Workforce Adjustment Committee</p> <ul style="list-style-type: none"> The parties established a joint committee of four representatives of support staff unions and four representatives of BCPSEA (district employers). The Committee shall develop specific criteria to be used in allocating the following funds: 		
Skills Enhancement and Retraining Fund	\$3,000,000	Used to support skills training, retraining or professional enhancement.
Apprenticeship Opportunities Funding	\$3,000,000	Used to facilitate and support apprenticeship opportunities in the public education sector.
Apprentice Sponsor Funding	July 1, 2007 - \$ 828,000 July 1, 2008 - \$ 828,000 July 1, 2009 - \$ 828,000	Used to support apprenticeship opportunities.
Workforce Adjustment Committee	\$4,000,000	To address workforce adjustment issues arising from non-routine and fundamental restructuring within a school district.

Liaison on Education Policy Matters

Schedules dates for representatives of support staff unions to meet with the Minister of Education to discuss education policy matters that have employment implications.

Education Assistants Committee

Establishes a Committee to investigate and make recommendations concerning the issue of educational assistants working hours and not being paid.

Long Term Disability and Joint Early Intervention

Allows Non-Bill 7 districts access to the government funded Long-term Disability plan and Joint Early Intervention Service; access is contingent upon the district joining the Public Education Benefits Trust.