

Report from the Provincial Table

#55, November 22, 2011

The BCTF and BCPSEA met for their 55th bargaining session on November 22, 2011.

Today, BCPSEA tabled a revised package which they stated would “narrow the agenda to move bargaining forward.”

Instead their package delineates further significant stripping of our collective agreement than previously tabled, and attempts to eliminate long held rights of fairness, due process, and seniority.

Their concessions include:

- virtual elimination of seniority (only used in a tie after other considerations such as “suitability to the position and school as determined by the principal)
- use of “performance” as a criteria for filling postings
- no requirements for how a position is posted
- no postings at all for positions filled during the year—teachers placed by employer
- criteria for yearly assignments—no more seniority, includes instead, “needs of students,” “district and school initiatives,” and “number of classroom locations”
- no more collegial process for assignments
- forced transfers of any employee at the initiative of the employer
- no more grievance process for disputes in posting and filling
- “performance” and “suitability” a criteria for layoff decisions
- expectations of employees must be “measurable”
- each teacher has a personal growth plan, “school and district organizational goals and objectives,” as well as teacher goals are the “foundations” of the program
- elimination of processes during discipline and dismissal
- evaluations at least once every three years, no defined processes
- employers have the ability to evaluate employees on a regular basis and to direct individual employee growth plans and continuing development activities
- evaluations based on incorporating “district and Ministry of Education initiatives into their teaching practices”
- evaluations include expectations, directives, and requirements
- dismissal for failure to demonstrate “competence” through the evaluation
- every teacher must have an individual growth plan
- growth plans include interests of the teacher as well as “needs of the school/district” and “areas of growth identified by the employer”
- growth plans may include expectations, directives, and requirements
- cap on sick leave accrual of 200 days
- reassignment by employer for teachers on partial sick leave
- restrictions on maternity/parental leave
- no salary increase
- no overall benefit increases for members
- increase benefits for some teachers by reducing benefits for others, in a standardized plan

- no improvement in any provision
- two-year term.

BCTF reiterated to BCPSEA that it was our intent to reach a negotiated deal at the bargaining table. We stated that we would be tabling revised proposals to move bargaining forward. We noted that their package actually moves bargaining backwards.

We stated to BCPSEA that they were proposing 19th century labour relations for 21st century learning. We told them that we are not interested in a “master/servant” model that de-professionalizes teaching and leaves teachers working in a climate of fear.

Provincial Bargaining Team