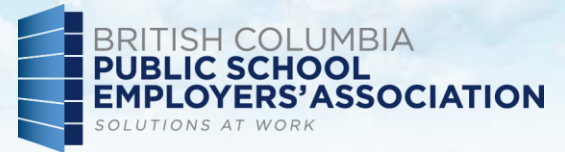


We're about people





Labour Relations in the K-12 Public Education Sector

Renzo Del Negro
Chief Executive Officer

When you came in...

What did you want to find out?



BCPSEA is...

...a multi-employer association,
accredited bargaining agent, and
human resource service agency



Solutions at Work: BCPSEA Services

Legislative Mandate

- ▶ **...to coordinate the following with respect to a sector:**
 - ▶ compensation for employees who are not subject to collective agreements
 - ▶ benefit administration
 - ▶ human resource practices
 - ▶ collective bargaining objectives
- ▶ **In addition...**
 - ▶ to foster consultation between the association and representatives of employees in that sector, and
 - ▶ to assist the council in carrying out any objectives and strategic directions established by the council for the employers' association

Our Stated “Mission”

Our mission is to develop and maintain human resource practices that maximize the benefit for students in our public education system through the effective use of resources and fair terms of employment.

Human Resource Management

Labour Relations

Collective Bargaining

Exempt Staff Terms and Conditions

Training and Development

Benefits

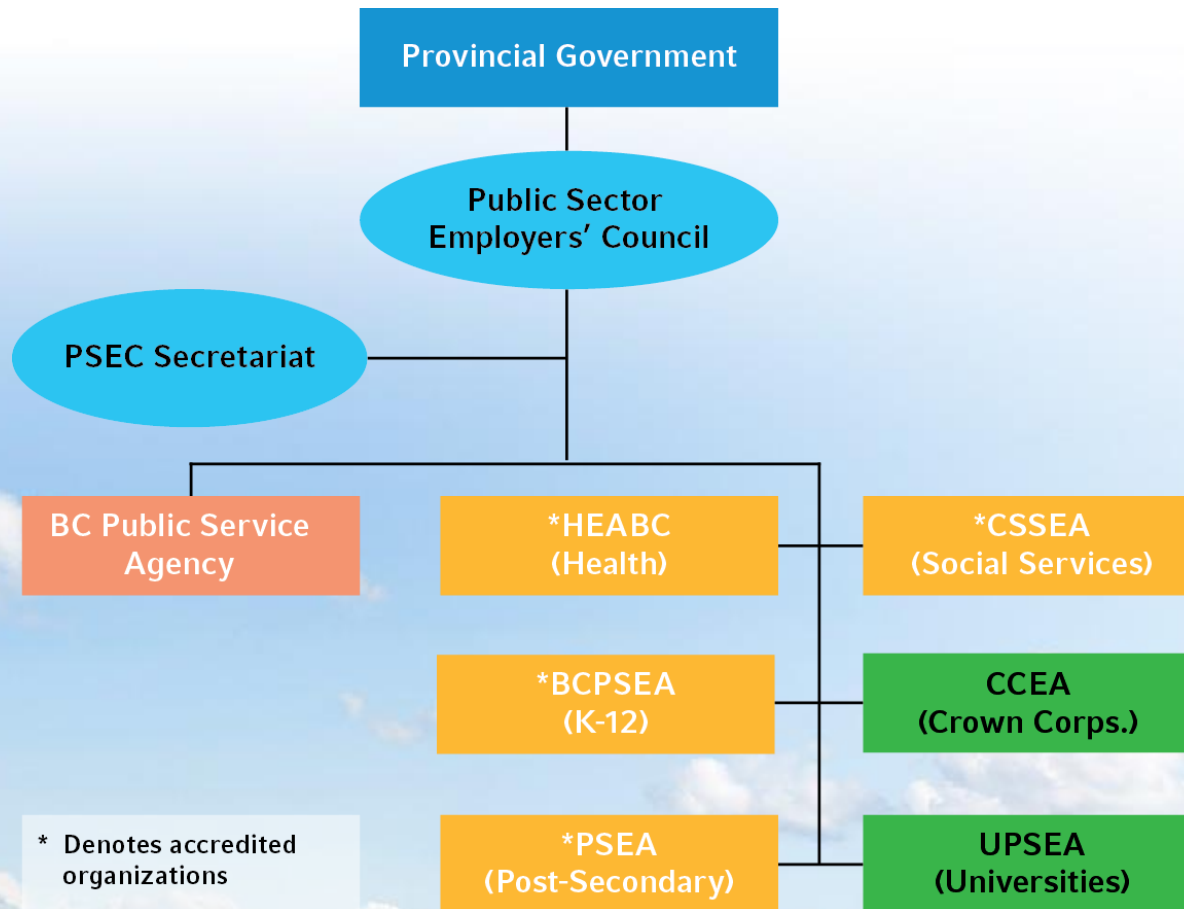
Other Sectoral Initiatives



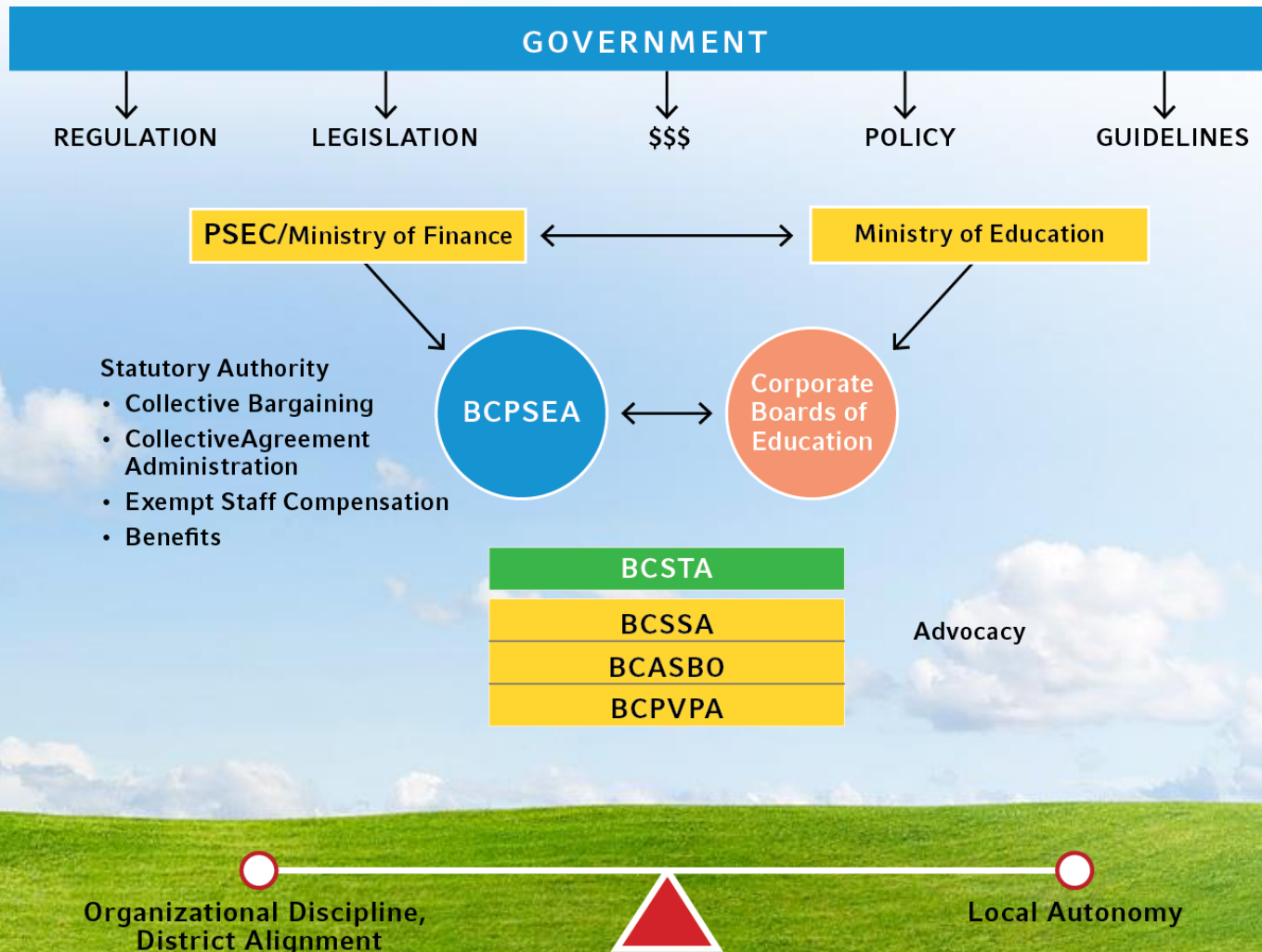
Our Context...



Public Education and Who Governs



Public Education and Who Governs



BCPSEA...

- ❖ Membership is comprised of the 60 public boards of education and government representatives
 - Individual boards give direction to trustee delegates to BCPSEA
 - Delegates from member boards give input/direction through governance and other meetings
 - Board of Directors sets direction and policy, including finalizing bargaining objectives

Where Were You In...

❖ 1987

- 75 school districts/78 collective agreements
- Local bargaining
- No employer provincial coordination

❖ 1993-94

- One Provincial Collective Agreement
- 75 – now 60 –residual collective agreements in each of the public school districts

Provincial Collective Agreement

including 60 individual
school district agreements

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Where Were You In...

- ❖ 1996
- ❖ 1998
- ❖ 2002
- ❖ 2005
- ❖ 2006
- ❖ 2011-12
- ❖ 2013-14
- ❖ 2015-16
- ❖ 2016-17

Legislative Framework



Collective Bargaining/Labour Relations

Coordinate provincial initiatives

- ❖ Government legislation
- ❖ Ministry policy initiatives
- ❖ BCTF initiatives
- ❖ Support staff initiatives

Collective Bargaining

- ❖ Teachers
 - Conduct provincial bargaining
 - Preparation
 - Negotiation
 - Implementation
 - Ratify local agreements

Collective Bargaining

- ❖ Support Staff
 - Coordinate local union-local school district bargaining
 - May include negotiation of a Provincial Framework Agreement with representatives of support staff unions
 - Ratify local agreements

The Collective Agreement

- ❖ Specifies terms and conditions of employment
- ❖ Contains the process for managing disputes
- ❖ If silent = management right

The collective agreement does NOT set education policy direction

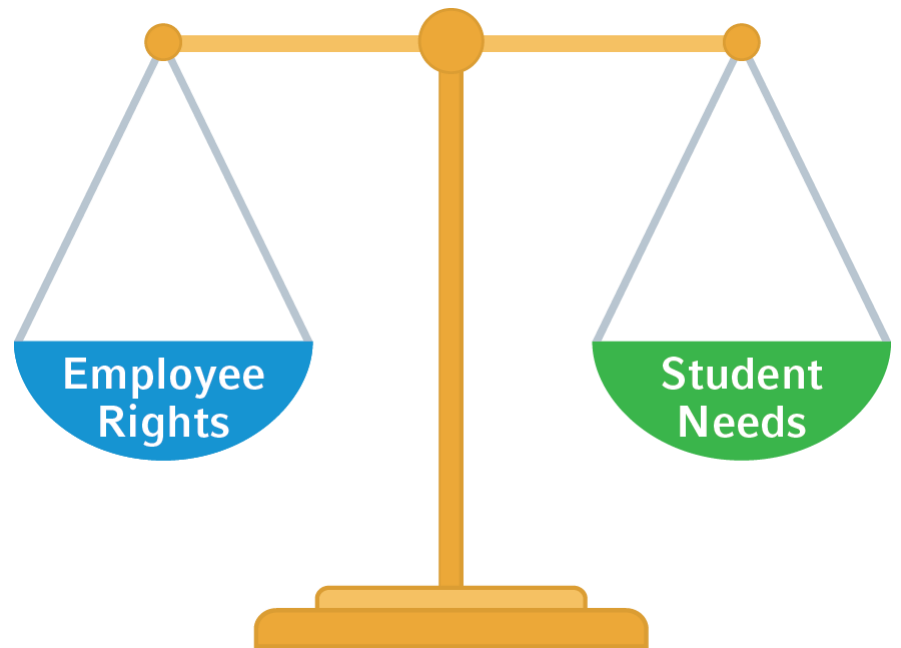
Organization Goals



Collective Agreement or Public Policy?

Is balance desirable?

How is balance best achieved?



Working Conditions or Learning Conditions?

- ❖ Class size
- ❖ Special education
- ❖ Non-enrolling ratios
- ❖ Education Assistant continuity



Other Provisions That May Impact Students

- ❖ Seniority
 - Posting and Filling
 - Layoff and Recall
- ❖ Leaves of absence
- ❖ Evaluation
- ❖ Parental complaints



Bargaining 2019: A New Approach

- ❖ 60 different boards, representing differing perspectives, challenges, and priorities
 - BCPSEA consultation model/process
- ❖ Development and launch of new curriculum
- ❖ Represents educational transformation
- ❖ Brought together all education partners, including teachers, senior educators, trustees, government

Bargaining 2019: A New Approach

- ❖ Unique opportunity to refresh the bargaining process and approach
- ❖ Current collective agreement doesn't reflect the flexible, innovative, and transformative environment envisioned by the new curriculum
- ❖ Terms and conditions must facilitate flexibility and innovation
- ❖ Seeking mechanisms to address workload and job security that support the transformative environment

Where Do Parents Fit?

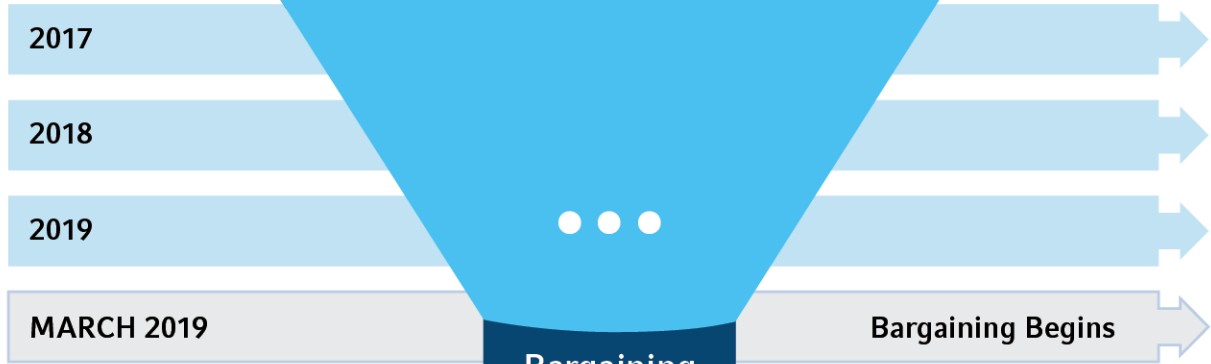
- ❖ Individual parents, PACs, DPACs, BCCPAC
 - Focus on shaping education policy direction and services
 - Influence and inform
 - Interaction with individual boards of education/district officials
 - Advocacy with government



Ministry of Education



School Districts' Priorities to Optimize Student Learning



When you came in...

What did you want to find out?

Thoughts?

Comments?

