

BARGAINING

FOR OUR FUTURE

Phase One Job Action

**In June teachers voted 90% to enter
into job action if no significant
improvements were made at the
negotiating table**

The Purposes of Phase One

- To limit our non-teaching responsibilities**
- To shift all non-teaching duties to the administrators**
- To put pressure on the school boards and BCPSEA without directly affecting students**
- To heighten public awareness of the stalemate in negotiations**

State of Provincial Bargaining

Our positions:

- The return of class size and composition language**
- A reasonable salary increase and much needed improvements in benefits**
- Improvements to preparation time**
- Local solutions – locals be allowed to bargain local issues**

State of Provincial Bargaining

BCPSEA/Government's positions:

- Net Zero mandate (subzero)**
- Control of Teachers' Pro-D**
- Yearly evaluations and dismissal based on one evaluation**
- Stripping of seniority clauses in areas such as post and fill, surplus and layoffs**

Current Progress

- **Little or none**
- **“They come to the table empty handed and in the name of compromise try to claw back the limited provisions we do have.” (BCTF Bargaining Team)**

Bills 27 and 28

- **Despite the ruling by the Supreme Court that the stripping of our collective agreement was unconstitutional the BC Government has made no effort to re-implement or re-negotiate the stripped provisions which included class size and composition, ratios and other working and learning conditions, because it would violate their net zero mandate.**

Teachers in Neighbouring Provinces

2009–10 Maximum Salary Comparison

	BC (Vancouver)	Alberta (Calgary)	Saskatchewan (Provincial)	Manitoba (Winnipeg)	Ontario (Ottawa)
Category 5	72,895	80,408	73,036	77,456	83,717
Category 6	79,891	86,578	80,957	86,490	89,216

2009–10 Preparation Time Comparison

	BC (Vancouver)	Alberta (Calgary)	Saskatchewan (Provincial)	Manitoba (Winnipeg)	Ontario
Elem.	90 mins/wk	330 mins/wk	218 mins/wk	200 mins/wk	210 mins/wk
Sec.	12.5%	20%	16.5%	13%	25%

Teachers in Neighbouring Provinces

- **Edmonton teachers receiving 4% increase in September**
- **Saskatchewan teachers are voting on a mediated settlement of about 9% over 3 years**

Don't Forget

- **BC Nurses 9% over 3 years**
- **Vancouver Police 8.8% over 33 months**

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Langley Teachers' Association

The Government Recognizes the Effects of Their Cuts

- **BCPSEA admitted that to restore Surrey's stripped language would result in over 340 teachers needing to be hired at a cost of over 30 million dollars**
- **Surrey has about 10% of BC students**
- **$>30 \text{ million} \times 10 = >300 \text{ million dollars}$**
- **$340 \text{ teachers} \times 10 = 3400 \text{ teachers}$**
- **3400 teachers = More support for students**

Labour Relation Board rules on BCTF Phase 1 Job Action

- **The LRB rules that our phase 1 job action is legal**
- **The only significant change to our June proposal is that teachers are required to send attendance information to the office or through BCeSIS if that is what they had used last year**

Phase 1 Job Action-Clarifications

- **Parent meetings**
- **School Based Team and IEP meetings**
- **Field Trips**
- **Collecting money and fees**
- **Pro D and Admin days**
- **Receiving information from Admin**

They Need to Feel the Pressure



Message From Susan Lambert

- **We know that we have to change the government's agenda for this round of bargaining. To do that, we will have to demonstrate our determination.**
- **Through our unity, our persistence and dedication we will achieve a collective agreement that compensates teachers fairly, respects and values of the work we do and improves the conditions in which we teach and in which our students learn.**