

LOCAL MATTERS AGREEMENT

BETWEEN

The Board of Education of School District No. 39 (Vancouver
(hereinafter referred to as the "District")

AND

Vancouver Teachers' Federation
(hereinafter referred to as the "VTF")

1. The parties hereby agree to amend the 2013-2019 Collective Agreement as set out below.
2. These amendments are subject to ratification by the processes established by the BCTF and BCPSEA and shall become effective the date of ratification, unless the amendment(s) specifically provide for another effective date.
3. These amendments shall be included in the 2019 – 2022 Working Document.

Each signed off item is attached for reference

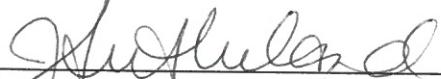
Agreed to Local Matters:

Housekeeping:

- Replace "Human Resources" with "Employee Services"
 - Replace gender-specific language with gender- neutral language
 - Update Board Standing Committee names
 - Amend Article B.8 – Optional Twelve-Month Plan
 - Amend Article F.22.1 – Educational and Curriculum Change Advisory Committee
1. Amend Article A.25, Access to Information
 2. Amend Article A.28, Printing of the Agreement
 3. Amend Article D.22, Health and Safety
 4. Amend Article E.21, Posting and Filling Vacancies
 5. Amend Article E.25, Board Initiated Transfers
 6. Amend Article E.29, District Staff and Administrative Vacancies
 7. Amend Article E.31, Personnel Files
 8. Amend Article G.21.25, Parenthood Leave


Dated the 4th of October 2019

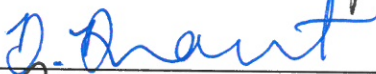
For the Vancouver Teachers' Federation

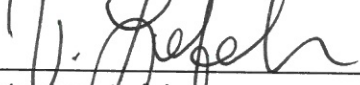

Joanne Sutherland

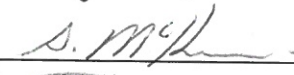

Treena Goolieff


Jill Barclay


Greg Canning

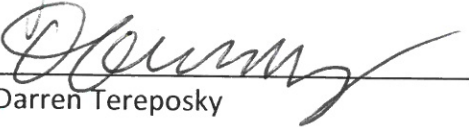

Danielle Durant


Vanessa Lefebvre

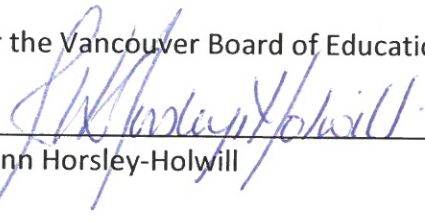

Scott McKeen

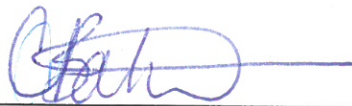

Alyssa Reid



John Silver


Darren Tereposky

For the Vancouver Board of Education

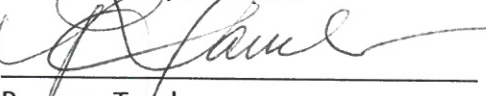

Joann Horsley-Holwill

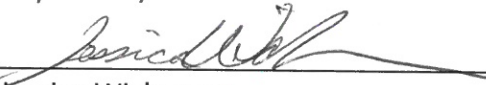

Carmen Batista


Stacey Alexander


Aaron Davis


Annette Vey-Chilton


Elizabeth Hayes-Brown


Rowena Tandoc

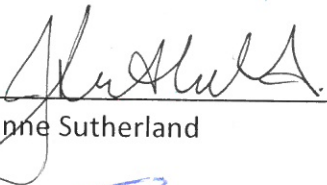

Jessica Wichmann

HOUSEKEEPING

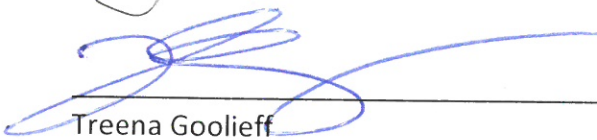
To address local items under local language:

- EH.1** Replace "Human Resources" with "Employee Services"
- EH.2** Replace gender-specific language with gender-neutral language

For the Vancouver Teachers' Federation



Joanne Sutherland

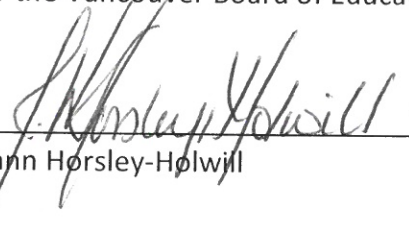


Treena Goolieff

April 10/19

Date

For the Vancouver Board of Education



Joann Horsley-Holwill

April 10/2019.

Date

EH.4 ARTICLE A.5: COMMITTEE MEMBERSHIP

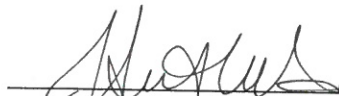
Local Provision

5. COMMITTEES AND STAFF MEETINGS

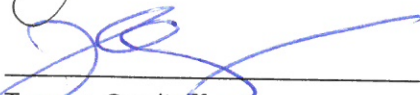
a. Committee Representation

i. The VTF shall be entitled to two (2) representatives on **Board Standing Committees: Policy and Governance, Facilities Planning, Student Learning and Well-Being, Personnel, and Finance I, II, III, IV, and V.** It is understood this refers to public sessions only and that voting and the establishment of the agenda are reserved to trustees on the committees. The VTF representatives will have the right to request that items be placed on the agenda and to comment and/or provide the Union's opinion on the matters under consideration. All public session material will be delivered to the VTF when it is issued.

For the Vancouver Teachers' Federation



Joanne Sutherland

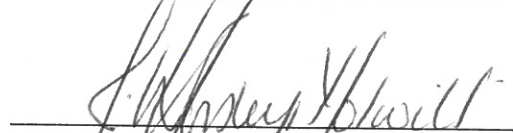


Treena Goolieff

April 10/19

Date

For the Vancouver Board of Education



Joann Horsley-Holwill

April 10/19.

Date

Optional Twelve-Month Plan

ARTICLE B.8

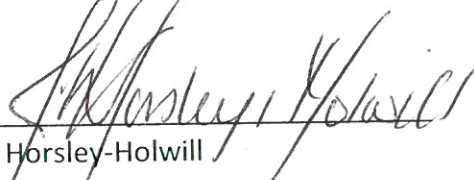
1. Where the Previous Collective Agreement does not contain a provision that allows an employee the option of receiving partial payment of annual salary in July and August, the following shall become and remain part of the Collective Agreement.
2. A continuing employee, or an employee hired to a temporary contract of employment no later than September 30 that extends to June 30, may elect to participate in an Optional Twelve-Month Pay Plan (the Plan) administered by the employer.
3. An employee electing to participate in the Plan in the subsequent year must inform the employer, in writing, on or before June 15. An employee hired after that date must inform the employer of her/his intention to participate in the Plan by September 30th. It is understood, that an employee appointed after June 15 in the previous school year and up to September 30 of the subsequent school year, who elects to participate in the Plan, will have deductions from net monthly pay, in the same amount as other employees enrolled in the Plan, pursuant to Article B.8.5.
4. An employee electing to withdraw from the Plan must inform the employer, in writing, on or before June 15 of the preceding year.
5. Employees electing to participate in the Plan shall receive their annual salary over 10 (ten) months; September to June. The employer shall deduct, from the net monthly pay, in each twice-monthly pay period, an amount agreed to by the local and the employer. This amount will be paid into the Plan by the employer.
6. Interest to March 31 is calculated on the Plan and added to the individual employee's accumulation in the Plan.
7. An employee's accumulation in the Plan including her/his interest accumulation to March 31st shall be paid in equal installments on July 15 and August 15.
8. Interest earned by the Plan in the months of April through August shall be retained by the employer.
9. The employer shall inform employees of the Plan at the time of hire.
10. Nothing in this Article shall be taken to mean ~~than~~ that an employee has any obligation to perform work beyond the regular school year.

For the Vancouver Teachers' Federation


For the Vancouver Board of Education



Joanne Sutherland



Joann Horsley-Holwill



Treena Goolieff

April 10/19

Date

April 10/19.

Date

Educational and Curriculum Change Advisory Committee

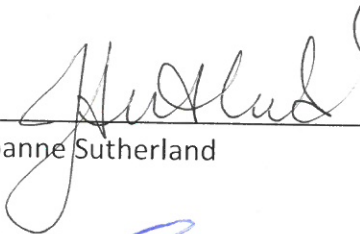
Article F.22.1

1. Educational and Curriculum Change Advisory Committee

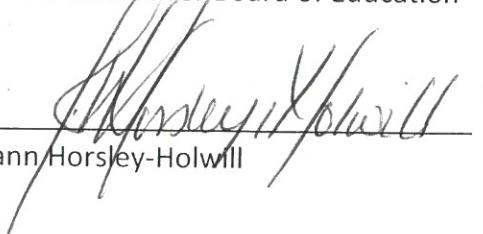
- a. An on-going Educational and Curriculum Change Advisory Committee shall be established to advise the Board on educational and/or curriculum change in the District.
- b. The Committee shall be composed of four (4) representatives chosen by the Board and four (4) representatives chosen by the VTF and shall be chaired by the Director of Instruction.
- c. The Committee shall be responsible for making recommendations to the Superintendent related to program and curriculum change issues, such as the following:
 - i. Time for implementation, collaboration, assessment and evaluation.
 - ii. Appropriate and adequate in-service and retraining.
 - iii. Program support materials.
 - iv. Space, facilities and equipment.
 - v. Pilot testing of new programs.

For the Vancouver Teachers' Federation

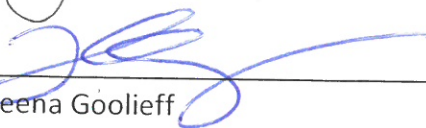
For the Vancouver Board of Education



Joanne Sutherland



Joann Horsley-Holwill



Treena Goolieff

April 10/19

Date

April 10/19

Date

E.1 ARTICLE A.25: ACCESS TO INFORMATION

Upon receipt of a written request from the VTF, the Board agrees to make available financial and employee information under the following guidelines:

1. Within five (5) working days, two (2) copies of all prepared information of a public nature. This includes annual financial reports, audits, budgets, preliminary and final fiscal frameworks, and statements of final determination.
2. Two (2) copies of all accessible information on the list below shall be provided three (3) times per year on or before August 31, November 15, and March 15.
 - a. Employee information including a list of current employees, showing their names, addresses, phone numbers, ~~social insurance numbers~~, grid placement, seniority, and school/District assignment including FTE.
 - b. A list of employees who have retired, resigned or who have died.
 - c. The names, addresses, and phone numbers, ~~and social insurance numbers~~ of teachers teaching on call.
 - d. A list, including date of hire, of teachers teaching on call hired since the last list provided in c. above.
3. Public meeting agendas and attachments, when they are issued.
4. Minutes of public Board and representational committee meetings, when issued.
5. Appointment letters will be copied to the appropriate VTF Co-President.
6. A report of the September 30 class size data shall be provided to the VTF no later than October 30 of that school year.
7. A seniority list shall be provided to each school/worksite by November 30 of each year.
8. A list of employees on authorized leaves of absence, by October 31 and January 31 each year.
9. Special Needs Information
 - a. Within the first four (4) teaching days of school in September and at the beginning of a semester, or within five (5) school days of a student being identified by Central Screening, information regarding Special Needs students will be made available to all employees as follows:

- i. the number of Special Needs students enrolled in each of the classes taught by the teacher;
- ii. the names of all Special Needs students referred to in (i) above along with the names of any other Special Needs students with which that teacher will be involved;
- iii. the category into which each of these students has been placed.

Information regarding changes in designation or placement of Special Needs students will be provided to the employees referred to above as soon as the Principal/Vice-Principal becomes aware of such changes.

- b. The Board will provide each school administrator with a list of all students which Central Screening has identified as students with special needs who are or will be attending that school. By the sixth teaching day in October, the VTF office and the Staff Representative in each school shall be supplied with the data indicating for each block or class: the teacher's name, course and section number (secondary), the number of Special Needs students and their designations, and the total enrolment.

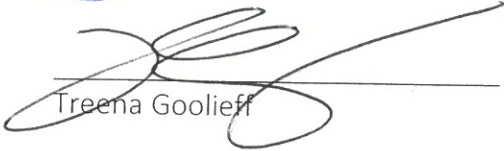
10. Copies of the School Budget Reference Manual will be made available to school staff committees by the school administrator.

~~10.11.~~ Any other information which the Board, at its discretion, agrees to provide.

For Vancouver Teachers Federation



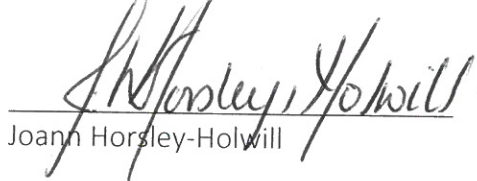
Joanne Sutherland



Treena Goolieff

May 21/19
Date

For Vancouver Board of Education



Joann Horsley-Holwill

May 21/19.
Date

Board Proposal – Sign off

E.2 ARTICLE A.28: PRINTING OF THE AGREEMENT

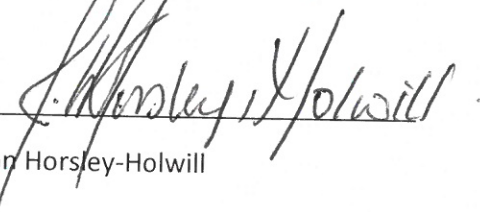
1. Printing of the Agreement shall take place as soon as practicable after ratification of each new Collective Agreement.
 2. The Board and the Union shall assume joint responsibility for the preparation for printing of the ratified Agreement.
 3. The Board shall provide to the Union ~~three hundred~~ **twenty-five** (~~300~~**25**) copies of the Agreement in 8 1/2" x 11" format.
 4. The Board shall provide pocket-sized format copies of the Agreement to be distributed as follows:
 - a. One (1) copy for each employee.
 - b. ~~Five hundred (500) additional copies for the Union.~~
- 4. It shall be the responsibility of the Board at the time of on-boarding to ensure that each employee is provided access to a current copy of the Collective Agreement. An electronic version of the Collective Agreement will be made available to all employees on the Vancouver School Board website.**

For the Vancouver Teachers' Federation

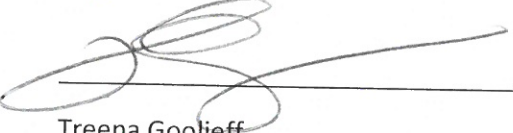


Joanne Sutherland

For the Vancouver Board of Education



Joann Horsley-Holwill



Treena Goolieff

June 17/19

Date

June 17/19

Date

E.5 ARTICLE D.22: HEALTH AND SAFETY

1. The Board will comply with all Health and Safety provisions mandated by the *Workers Compensation Act* and Occupational Health and Safety Regulation established by WorkSafeBC.

1. 2. District Health and Safety Committee

- a. A District Health and Safety Committee shall be established in accordance with the provisions of the Occupational Health and Safety Regulation of the *Workers' Compensation Act*. The Committee shall be comprised of representatives of the VTF, the Board and other employee groups. The VTF shall have four (4) representatives.
- b. The purpose of the Committee will be to fulfill those functions mandated by the Occupational Health and Safety Regulation, and to provide recommendations to the Board (or a committee of the Board) to assist in maintaining a safe and healthful work environment, as follows:
 - i. To monitor accidents and injuries.
 - ii. To investigate complaints of unsafe or unhealthy conditions that have been reported and investigated, but not resolved at the school level.
 - iii. To determine that regular inspections have been carried out.
 - iv. To recommend measures required to attain compliance with the *Workers' Compensation Act* and Regulations.
 - v. To consider recommendations from the Union(s) and recommend implementation where warranted.
- c. When an employee member of the District Health and Safety Committee is required to perform a function of this Committee during the school day, the Board shall provide the employee with release time necessary to perform this function.
- ~~d. The District Health and Safety Committee shall ensure that each worksite has a minimum of three (3) current copies of the Occupational Health and Safety Regulation of the *Workers' Compensation Act* and three (3) copies of the Workplace Hazardous Materials Information System (WHMIS) Information Kits.~~

- e. d. The Board shall ensure that the Workplace Hazardous Materials Information System (WHMIS) is fully implemented in all worksites in the District.
- f. e. The Board shall provide an education program to ensure that employees engaging in the use of hazardous materials understand the WHMIS labels and the Material Safety Data Sheets (MSDS), and are fully instructed in precautionary measures concerning specific materials.

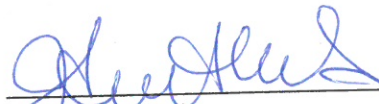
2. 3. Worksite Health and Safety Committees

- a. Worksite Health and Safety Committees will be established in each school, annex or worksite as required by the *Workers' Compensation Act* and Occupational Health and Safety Regulations. ~~Where such committees are not so required, health and safety matters will be handled by the Staff Committees.~~
- b. Where an employee member of the Worksite Health and Safety Committee referred to in Clause a. above is required to perform any inspection(s) during the school day, the Board shall provide the employee with the necessary release time to perform this function.


3. 4. Safety of Working Conditions

- a. Where an employee believes that a work condition may be unsafe, ~~he/she~~ they shall report such condition to the Principal/Supervisor. The matter shall be resolved at the local level ~~whenever possible~~ according to WorkSafe legislation.
- b. An employee shall, in accordance with Regulation 3.12 of the Occupational Health and Safety Regulation, have the right to refuse work if that person has reasonable cause to believe that there exists an undue hazard to ~~his/her~~ their health or safety. Where such cause exists, ~~he/she~~ they shall not be disciplined for refusal to work. ~~He/she~~ They shall report the condition immediately and refer the matter to ~~his/her~~ their Principal/Supervisor and will participate, in accordance with Regulation 3.12 of the Occupational Health and Safety Regulation, in the investigation of the matter.

For Vancouver Teachers Federation



 Joanne Sutherland

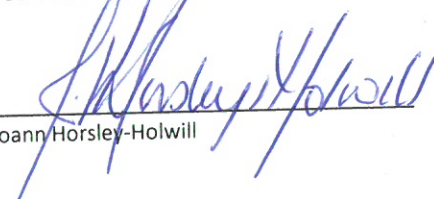


 Treena Goolieff

June 7/19

 Date

For Vancouver Board of Education



 Joann Horsley-Holwill

June 07/19

 Date

ARTICLE E.21: POSTING AND FILLING VACANCIES

1. In this Article, "vacancy" shall be defined as a position which the Board intends to fill and has not filled through a reassignment. Such vacancy may be:
 - a. A newly created position; or
 - b. An existing position, vacated by an incumbent on a continuing contract.

2. When the Board becomes aware that a position will be vacant for longer than three (3) consecutive months in a school year it shall immediately post the position for seven (7) calendar days at the Union and Area Offices and concurrently at all worksites. Each posting shall describe the term, general nature and location of the assignment(s) and shall include the process and deadline for application.

3. Employees may apply for posted positions on the following basis:
 - a. Candidacy for positions which will be vacant for one (1) year or longer shall be open to all employees in the District, subject to the provision of Clause ~~17~~ **18** below,
 - b. Candidacy for positions which will be vacant for more than three (3) consecutive months in a school year shall be open only to employees returning from leave, employees on call, employees holding positions which will terminate prior to the starting date of the posted position. If no qualified applicant applies, the Board may hire from outside the District.

4. Other than for Clause 3.b. above, applicants will be interviewed and offered positions in the following order

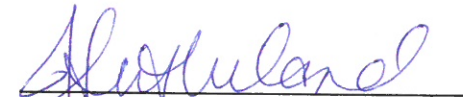
Category A	Principals / Vice Principals returning to teaching, those returning from VTF, BCTF and CTF leave, subject to the provisions of Article G.21.30.f
Category B	Board initiated transfers, employees surplus to a school, employees committed to a transfer, employees returning from leave except for sick leave as outlined in Article G.20.4.a.ii, or part-time employees seeking full-time assignment.
Category C	Employees with continuing contracts <u>with or without an assignment</u> other than those mentioned in Clauses a. and b. above.

Category D	Employees on the recall list.
Category E	Employees on temporary contracts who are recommended for retention in the District by their Principal/Vice Principal/Supervisor.
Category F	Employees hired by the Board.

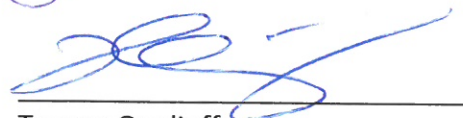
5. An outside applicant maintains their his/her category (F) status pursuant to Article E.21.4. until the applicant's continuing assignment begins.
6. Applicants from a lower priority group will not be interviewed unless there is no applicant from a higher group who meets the requirements for the position as listed in the posting.
7. It is understood the vacancy may be modified prior to posting as the result of reorganization within the school. It is also understood the vacancy being filled may be modified prior to filling due to enrolment / program changes.
8. Employees who ~~are working as and~~ wish to transfer as a job-share team **for a 1.0 FTE position** shall be permitted to apply and transfer as a team **on a 50/50 or 40/60 basis with each employee working full days. The Board will review a job-share by March 15 to determine continuation for the following school year.**
9. In each of the groups defined in Clause 4 above, when two (2) or more employees have relatively equal qualifications (including teaching experience and suitability to the particular position), the position shall be offered to the applicant with the greater / greatest seniority. In the case of employees applying as a team, the seniority shall be calculated by averaging the partners' seniority.
10. By February 15 each year the process and time deadlines for voluntary employee transfers will be published ~~in the bulletin~~ **at each school site.**
- ~~11. Employees will be given the opportunity to be interviewed by~~ ~~meet with a Human Resources Manager concerning their goals and qualifications.~~
- ~~12~~**11.** Subsequent to the interview referred to in Clause 11 above, **An** employee who commits to a transfer shall inform **Employee Services** ~~the Human Resources Division~~ in writing by March 15 of each school year. **Their** his/her position will then be considered vacant for the purpose of posting.
- ~~13~~**12.** An employee committed to a transfer as referred to in Article E.21.4 shall not be permitted, in the same school year, to apply back to ~~their~~ his/her former position ~~or to essentially the same position as the employee's former position at~~ **their** his/her previous worksite.

- ~~14.13.~~ Interviews will be conducted by a committee composed of the administrator(s) and employee(s) from the staff of the school.
- ~~15~~ **14.** Offers made will be accepted or rejected within twenty-four (24) hours. An employee who has accepted a position shall not be eligible to participate in this process until the subsequent school year without the agreement of the Associate Superintendent – **Employee Services** Human Resources or designate.
- ~~16~~ **15.** The Board will endeavour to inform all applicants who were interviewed within one (1) working day of the position having been filled. All applicants shall be so informed within two (2) working days. A Principal / Vice Principal shall, upon request, provide verbal reasons for ~~the~~ their committee's decision to any unsuccessful applicants.
- ~~17~~ **16.** After June 15 of each school year, all placements will be made and individuals informed of such by the **Employee Services** Human Resources Division. For individuals who do not have an assignment, the provisions of Clause 4 above shall apply.
- ~~18~~ **17.** When a permanent vacancy as defined in Clause 1 above is posted during the school year, the successful applicant shall fill the position at the beginning of the next school year. With the approval of the Associate Superintendent – **Employee Services** Human Resources, for educationally sound reasons, the position may be filled either immediately or at the next natural break as determined by the parties.

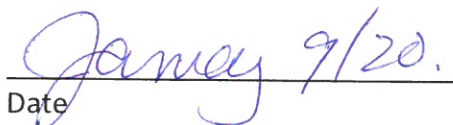
For Vancouver Teachers Federation



Joanne Sutherland

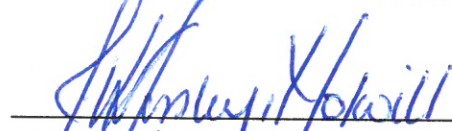


Treena Goolieff

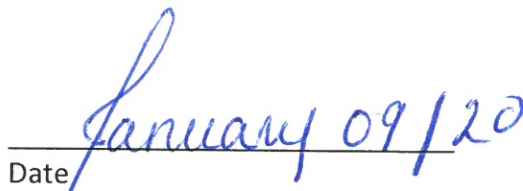


Date

For Vancouver Board of Education



Joann Horsley-Holwill



Date

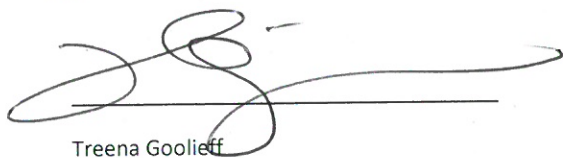
E.7 ARTICLE E.25: BOARD-INITIATED TRANSFERS

1. Prior to ~~March 31st~~ February 15th the employee and the appropriate VTF Co- President will be given notice that a Board initiated transfer is being considered. The notice will include the reasons and circumstances and alternative measures taken, if any, giving rise to the contemplated transfer and will establish the time and place for a meeting with the employee.
2. Prior to making a decision to transfer the employee, the employee will have an opportunity to meet with an Associate Superintendent and, if deemed appropriate by the Board, the Principal. The employee will have the right to Union representation at the meeting. The meeting will take place within seven (7) working days of date of the notice to the employee.
3. Should the Board decide to proceed with the transfer, the employee and the Union will be advised of the decision in writing, including the reasons for the transfer within five (5) working days of the date of the meeting.
- ~~4. The employee will have the opportunity to meet with the Associate Superintendent, Human Resources or designate within the Human Resources Division to discuss the transfer with the employee and give consideration to the employee's professional and personal goals.~~
- ~~5.~~ 4. The employee will be included in the Posting/Transfer Process ~~with category (B) status~~ pursuant to Article E.21.4.
- ~~6.~~ 5. The parties agree that the release of information regarding Board initiated transfers could adversely affect the teacher or the learning environment at the school. For that reason, the matter of the Board initiated transfer will not be released to students, parents and the general public, except when release of the information is necessary to obtain information from parents related to the reason for the transfer.
- ~~7.~~ 6. The parties agree that a meeting held as provided in paragraph two (2) above will be deemed to be the meeting stipulated in ~~Article A.6.10.d.~~ and Article A.6.4 of the Collective Agreement.

For Vancouver Teachers Federation



Joanne Sutherland

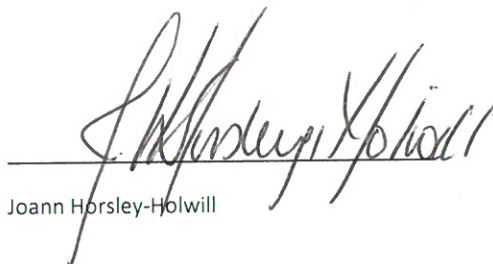


Treena Goolieff

May 21/19

Date

For Vancouver Board of Education



Joann Horsley-Holwill


May 21 /19

Date

E.9 ARTICLE E.29: DISTRICT STAFF AND ADMINISTRATIVE VACANCIES

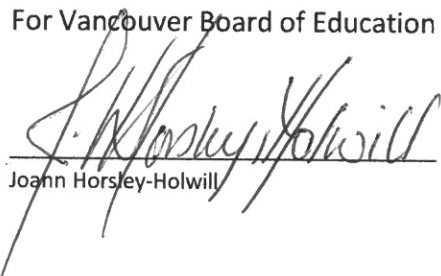
1. Vacancies will be **posted/shared internally and, if necessary, externally.**
~~advertised in the bulletin concurrently with external advertising.~~
2. Where, in the opinion of the Board, qualifications and all other considerations are deemed to be equal between candidates, the internal applicant will be given preference.

For Vancouver Teachers' Federation




Joanne Sutherland

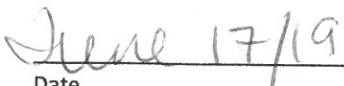
For Vancouver Board of Education



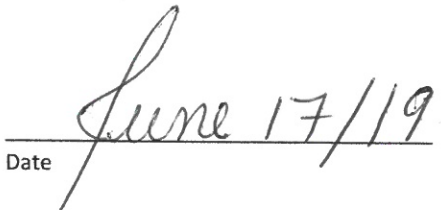
Joann Horsley-Holwill



Treena Goolieff



Date

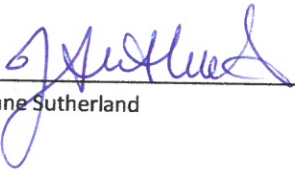


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E.10 ARTICLE E.31: PERSONNEL FILES

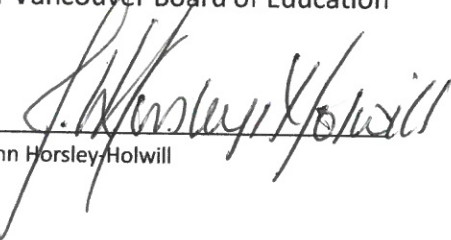
4. When reviewing their his/her file, the employee may be accompanied by their Union representative an individual of his/her choice.

For Vancouver Teachers Federation

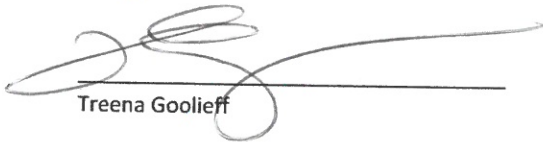


Joanne Sutherland

For Vancouver Board of Education



Joann Horsley-Holwill



Treena Goolieff

June 17/19

Date

June 17/19

Date

Union Proposal – Sign Off

U.16 ARTICLE G.21: LEAVES

G.21.25 Parenthood leave without pay

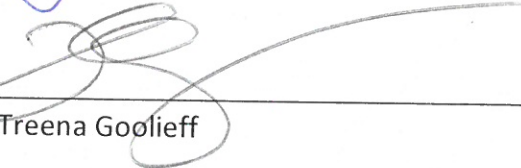
d. Within thirty-six (36) months after the commencement of Parenthood Leave, the employee may request to return to active duty at the beginning of a new term or semester. If the employee does not make such a request within thirty-six (36) months the employee shall be considered to have resigned. The request for return to service to commence for the terms beginning September 01, January 01 or at the beginning of the second semester must be received prior to March 31 for the coming school year.

e. The employee shall be guaranteed a return to the same FTE position or and a comparable ~~one~~ assignment.

For the Vancouver Teachers' Federation



Joanne Sutherland

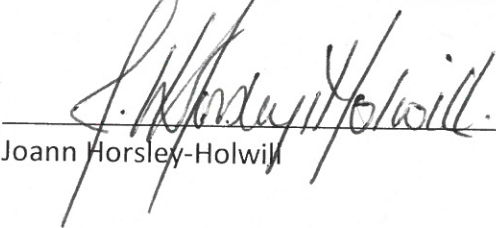


Treena Goolieff

June 17/19

Date

For the Vancouver Board of Education



Joann Horsley-Holwill

June 17/19

Date

Apr 3, 2019
time 2:18 pm.
VTF Proposal

VBE / VTF Bargaining Protocol

1. The parties agree to alternate meetings between the VTF offices and the VBE Education Centre. Where circumstances necessitate a change in the venue, the parties will discuss and resolve in advance of the scheduled bargaining session. The hosting party will be provided with a caucus room while the other party will use the joint negotiating room for the purpose of caucusing. Negotiating sessions will normally take place during regular school hours (9AM to 3PM). The parties shall establish a list of meeting dates and times to which they have jointly agreed.
2. The parties will endeavour to provide 48 hours advance notice of any cancellation of a scheduled meeting except in extenuating or emergency situations.
3. Each party will introduce its committee members. From time to time a party may wish to supplement their proposal explanation with presentations from guest speakers or topical experts, or invite observers to attend bargaining meetings. In such cases the party will provide at least 24 hours notice of their intent, and will introduce any guests at the start of the relevant session. Involvement of VTF members is subject to Article G.21.21 of the Collective Agreement.
4. The Board will endeavour to provide the same Teacher-Teaching-On-Call throughout negotiations and for any additional leave under Article G.21.32. These employees shall be paid on scale from the first days of negotiations. The VTF will cover TTOC costs for VTF Caucus Meetings and additional Union Leave for members of the Bargaining Team.
5. Each party will maintain its notes and provide its own technology. There will not be any video or audio recordings.
6. It is understood that the intention of both parties is not to “bargain in the press” or release information that would be detrimental to the bargaining process. The parties agree that neither party will discuss local (VTF/VBE) negotiations with the media unless notification is given to the other party. Each party will inform its constituents in the manner it considers to be appropriate.
7. The VBE email system will not be used by the VTF in terms of communication updates with their members with respect to bargaining.
8. The exchange of proposals, in their entirety, will be done at a time and date that is agreed to by the parties, in writing and electronically, so as to enable same day exchange. New items may be negotiated:
 - a. By mutual consent of the parties and/or
 - b. Through agreement by the provincially certified bargaining agents
 - c. If new legislation affecting the bargaining between parties is enacted, these new items would be presented on an agreed-upon date in their entirety
9. It is understood that as bargaining progresses, if further articles are affected, housekeeping may be required and any language change may be discussed.

10. The parties will endeavour to decide agenda items for each session at the previous session unless further notice is required.
11. Specific proposals of the parties shall be exchanged in writing on the day they will be discussed. There will be only one Article presented per page. The VTF will present their proposals on golden rod coloured paper. The VBE will present their proposals on salmon coloured paper. All signed off proposals will be on white coloured paper.
12. All documents and proposals presented by either party shall be numbered in sequential order. Union documents and proposals shall be identified by "U" followed by the applicable clause number, if any. Employer documents and proposals shall be identified by "E" followed by the applicable clause number, if any. Housekeeping items will be identified by "UH" or "EH" followed by the applicable clause number, if any. All proposals and agreements will be clearly marked with date and time. Additions to proposals shall be underlined and bold, and deletions to proposals shall be struck-through.
13. It is understood that the negotiating teams (the parties) have authority to bargain on behalf of their respective organizations and both parties have the authority to sign a Memorandum of Agreement. Lead Negotiator(s) of each party or designate shall sign and date each article or clause at the time at which agreement at the table has been reached.
14. Joanne Sutherland and Treena Goolieff or designate will be the Lead Spokesperson(s) for the VTF and Joann Horsley-Holwill will be the Lead Spokesperson for the VBE. Unless stated otherwise, all signed-off proposals shall form part of the final negotiated package that is referred for ratification.
15. Either party may call a caucus at any time. If it is or becomes evident that a caucus meeting will exceed 30 minutes, the party will inform the other party as soon as possible and advise the anticipated time to reconvene.
16. Any rights of the current Collective Agreement that are not opened by either party shall continue in force and effect as per the Labour Relations Code.
17. The parties agree to conduct collective bargaining in compliance with the good faith requirements of the British Columbia Labour Code.

For Vancouver Teachers Federation



 Joanne Sutherland

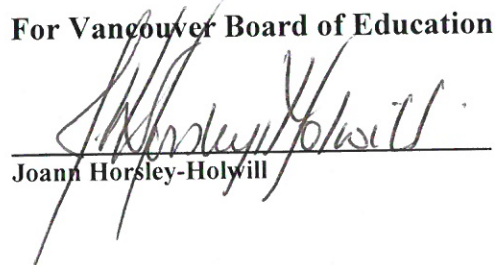


 Treena Goolieff

April 3/19

 Date

For Vancouver Board of Education



 Joann Horsley-Holwill

April 03, 2019

 Date