

**VESTA AE Collective Agreement Ratification Vote 2019-2022**  
**Summary of Items (for vote Saturday May 9, 2020)**

**Hello All,**

**Please find below an initial summary of the items we were able to bargain in this round of bargaining with our employer, the Vancouver Board of Education.**

**Housekeeping** – items have no change in meaning but could be typos, punctuation errors as well as the updated changes from the last round to our Benefits (Art 5) or names changes like TRB.

changed all language to gender neutral language

changed Instructor to teacher throughout the collective agreement.

---

**Items bargained**

Art 1

- Eliminate SIN numbers
- VSB meeting minutes now online, not paper based
- All SP Terms with correspond with quarter system, not trimester

Art. 3

- clarify EOC 30 hours “removal of continuous” - if a day is missed of otherwise continuous work still converts to temporary contract
- Reassignment only takes place once in summer
- Request for part time reduction reduced from 2months to 6 weeks’ notice to Board

Art 7

- Assigning Positions section has been moved around, renamed and clarified
- Organization happens now where employees get an overview before the end of June of the next year.
- Reorg then happens before the subsequent term
- Then post and fill happens. Three changes here: (1) posting can be changed or cancelled. (2) the union no longer participates in interviews, (3) the successful applicant form must go to Union.
- EOC’s now have access to a Pro D fund. They can not be holding a contract of any kind at the time they apply. Fund \$ is up to = of 4 Teachers and 4 IA’s.
- Include attempt of Board to minimize splits
- More staffing may be added to S/P at peak times.
- Under harassment language, complainant who self-identifies may request an investigator who has Aboriginal ancestry, and/or cultural knowledge and sensitivity

Art 9

- EF Literacy, EF1 and 2 class size maximums of 15!!!!
- Continuing hours owed are less than a course, may be assigned assessment or LC hours
- Shift trade now needs 5 days minimum notice and must be exchanged within 4 weeks
- Workload such that the number of split shifts is minimized

Art 11

- Special Needs Committee has been updated to Inclusive Education
- ALPAC has been reduced from monthly meetings to 8 and the savings go to a Pro-D Fund for EOC's.

Art 14

- Reassignment the Board has committed to “endeavour “ to reassign members concurrently.
- Sub Heading A has changed to General Provisions and many sub headings have moved around. No parts have been eliminated.
- Attachment of the current ESA

On behalf of your VESTA AE Bargaining Team,

Joanne Sutherland, Janek Kuchmistrz, and Donna Brack