Responsibilities in the Bargaining Process

Steps	Local	Shared	Provincial
Educate and consult	• School visits • School union meetings • General meetings • Staff Rep Assemblies • Local EC meetings	• Eblasts • Flyers • Newsletters • Bulletins	• Zone meetings and FLI • Rep Assemblies • BCTF EC meetings • Bargaining training • Advisory committees
Set objectives, collect information, and prepare the bargaining proposals		Appointment of provincial and local bargaining teams	
		• Grievance review • Policy review • Ongoing negotiations (MCM/LOA/LOU) • Labour management issues	
	Member survey on local and provincial objectives	Locals can submit items	Bargaining Conference agenda includes recommendations made from AGMs, RAs, PSAs, advisory committees, and locals
	General meetings set local objectives/priorities (*Appendix 2*)	Informs local decision making process	BCTF Bargaining Conference sets provincial objectives/ priorities (*Appendix 1*)
	In conjunction with Field Service Staff → research and write bargaining language		
Negotiate (less than six months ahead of expiry)	Open local table and negotiate *Appendix 2* items		Open provincial table and negotiate *Appendix 1* items
	Consultation and education continues with local bargaining committee, EC, and members	Unresolved local items can be referred	Further consultation and advice from AGM, BCTF EC, RA
	• Provincial strike vote conducted locally if needed • Local strike committee initiated if needed		EC authorizes provincial strike vote if needed
		Collective action if needed	
Reach a deal		• Agreement-in-committee (each table/provincial and local) • Ratification vote • Implementation including melding, printing, and distribution	

Elections · Advocacy · Allies · Media · Networking · Rallies

October, 2016 - FSD16-0002