

February SURT

Bargaining 2025

Skalsh the Unselfish Stanley Park



Agenda

9:00 Welcome

- ▶ Territorial Acknowledgment
- ▶ Bargaining Structure and Timelines
- ▶ Provincial Bargaining
- ▶ Debrief and Strategy

10:20-10:40 Break

- ▶ PBC Plan
- ▶ Local Bargaining

Noon-1pm Lunch

- ▶ Being Engaged and Ready
- ▶ Health & Safety
- ▶ Vision for Change

Building Capacity

Sharing the Work and Training

- ▶ Non-staff reps *may volunteer* to share the workload of the staff rep(s), such as:
 - ▶ Attending SRAs
 - ▶ Hosting VEAES meetings
 - ▶ Advising and accompanying colleagues in meetings with PVP
- ▶ Staff Reps can cultivate a strong union culture at the site by:
 - ▶ Accessing VEAES Mentorship fund to mentor colleagues to become co-staff reps
 - ▶ Sharing SURT opportunities with colleagues so they also receive training

PRIZE DRAW!

**International Women's Day Dinner + Panel
Discussion**

(hosted by Vancouver District Labour Council)

Voices of Power: Women Taking Political Action

Saturday March 8, 2025

Doors open at 4:30pm

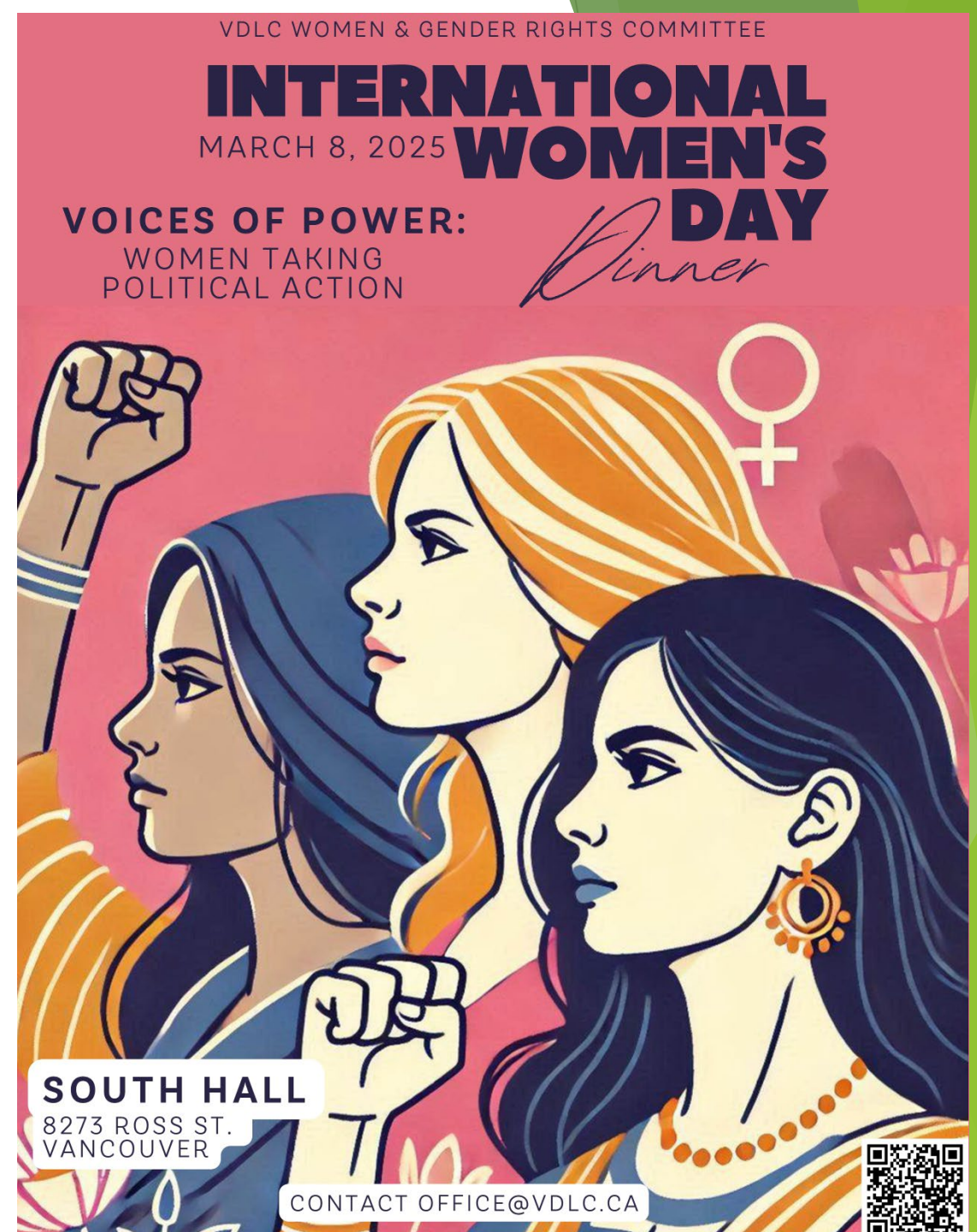
South Hall Event Centre

8273 Ross Street

The theme for 2025's event is **Voices of Power: Women Taking Political Action.**

Our panel includes:

- Jenny Kwan, MP for Vancouver East
- Niki Sharma, Deputy Premier of BC
- Christine Boyle, Minister of Indigenous Relations and Reconciliation
- Jennifer Reddy, Vancouver School Board Trustee
- MC - Karen Ranalletta, President of CUPE BC and Yukon Division



BARGAINING 2025

**DEC / JAN
23/24**

Bargaining Survey #1, #2

Issues Session #1

BCTF training

**APR - JUNE
2024**

VEAES ratification of local objectives, appoint team

BCTF Bargaining Conference

Issues Session #2

2025

Provincial table opens March 1 at latest

Collective Agreement expires June 30

**FEB / MAR
2024**

VEAES ratification of provincial objectives / submitted to BCTF

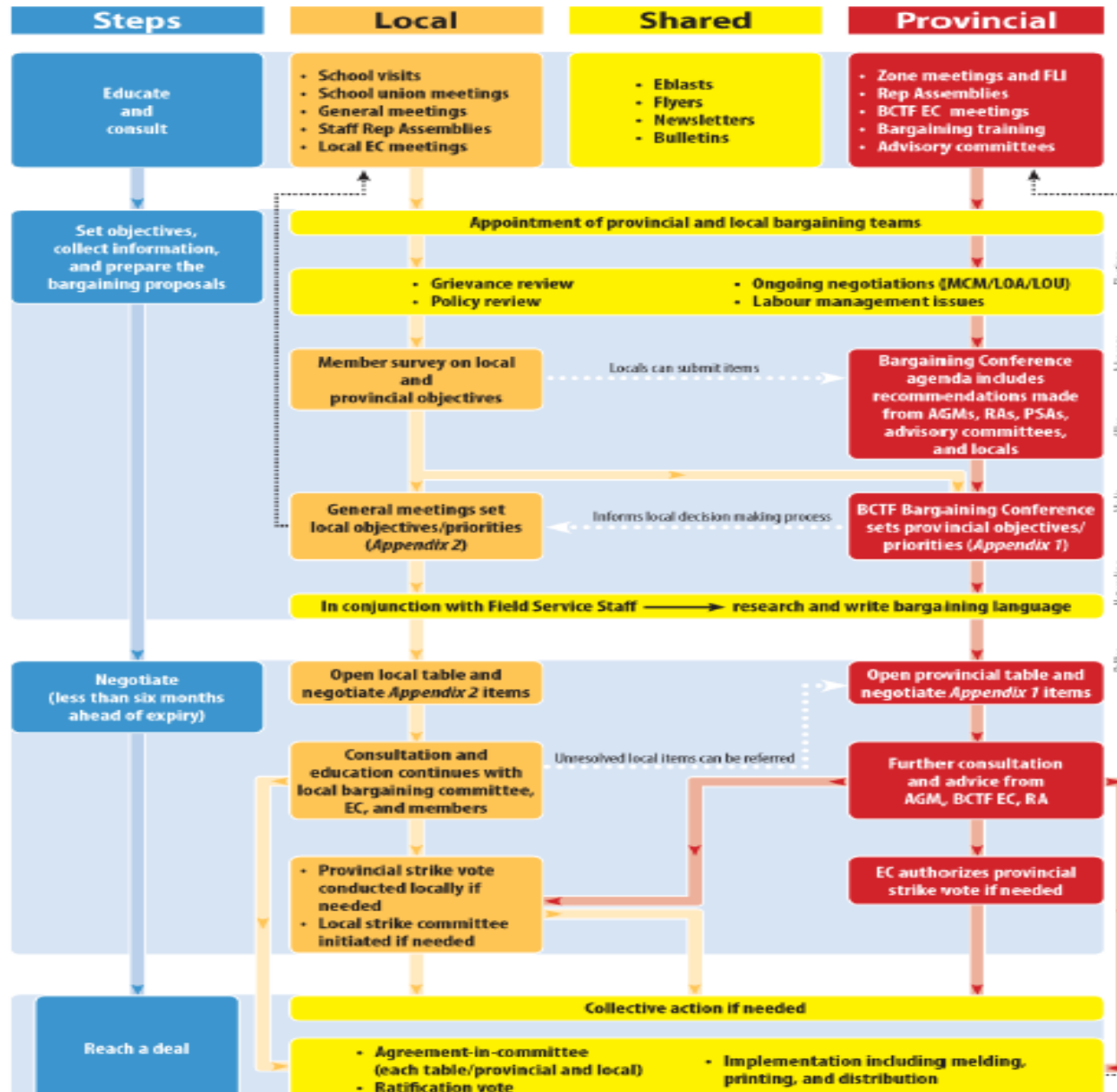
Bargaining Survey #3 on local matters

**FALL
2024**

VTF GM to ratify local objectives

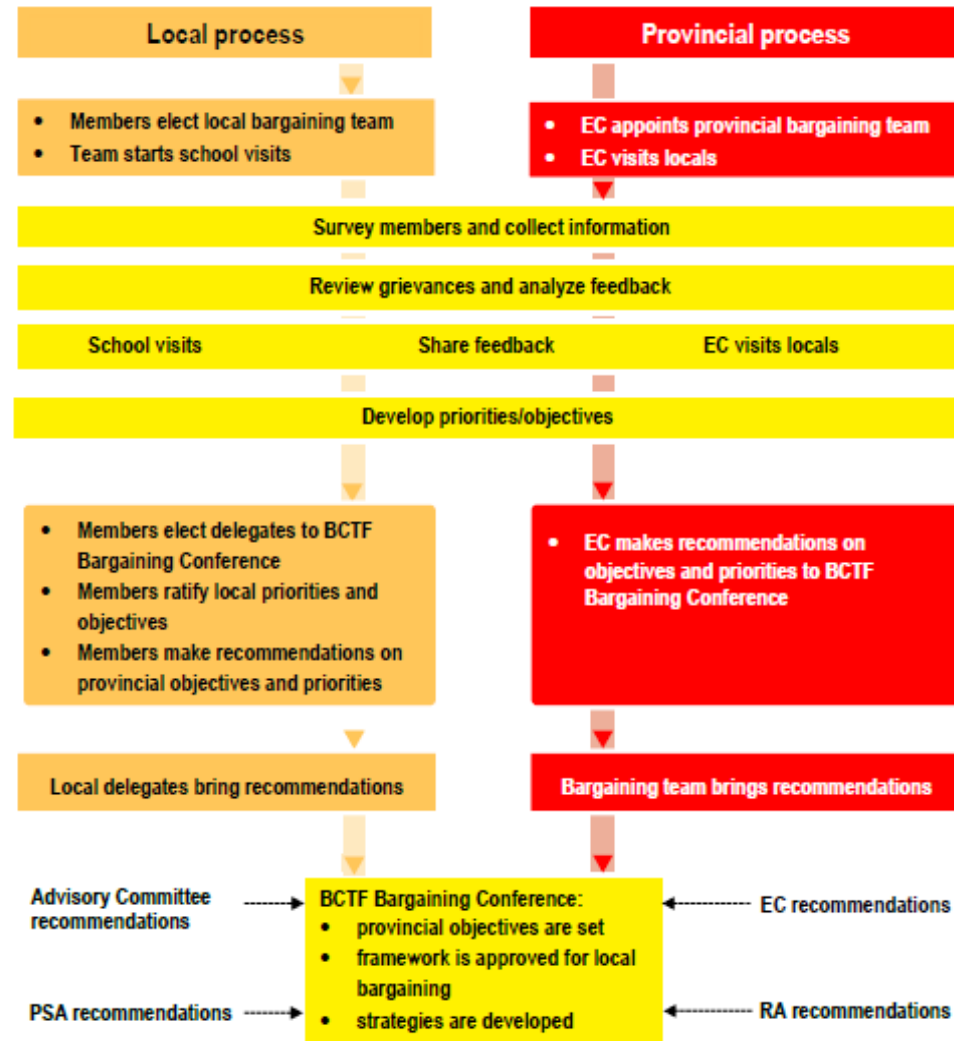
Local tables open and close

Responsibilities in the Bargaining Process



SETTING LOCAL AND PROVINCIAL BARGAINING OBJECTIVES

A bargaining flowchart outlining the process for determining local and provincial bargaining objectives. These are parallel processes, but the stages may not always take place at the same time.



Our role in provincial negotiations

- ▶ Provincial bargaining is between BCTF and BCPSEA
- ▶ VEAES is a stand alone local with the BCTF and we have the ability to make our own recommendations to the Provincial Bargaining Conference
- ▶ Deadline March 4, 2024 for local resolutions to BCTF
- ▶ Priorities and Strategy set for the provincial table at the Provincial Bargaining Conference, May 22-23, 2024
- ▶ BCTF EC takes carriage of provincial bargaining
- ▶ Negotiations begin Spring 2025
- ▶ Collective Agreement expires June 30, 2025

Provincial Matters

- ▶ Term of Collective Agreement
- ▶ Legislative Change
- ▶ Recognition of Union, Contracting Out
- ▶ Staff and District Committees
- ▶ Grievance / Arbitration
- ▶ Salary / Allowances
- ▶ Benefits
- ▶ Contracts / conversion
- ▶ Dismissal / Discipline
- ▶ Evaluation
- ▶ Seniority
- ▶ Severance
- ▶ Workload
- ▶ Preparation Time
- ▶ Hours of Work
- ▶ Supervision Duties
- ▶ TTOC Working Conditions / Availability
- ▶ Technological Change
- ▶ Harassment / Non-Sexist Environment
- ▶ Educational / Curriculum Change
- ▶ Professional Development
- ▶ Professional Autonomy
- ▶ Duties of Teachers
- ▶ Paid Leaves

Our role in local negotiations

- ▶ Local negotiations are between VSB and VTF
- ▶ We participate as partners with VSTA as joint signatories to the agreement
- ▶ VEAES surveys and creates objectives for ratification in April 2024, VSTA follows their processes
- ▶ VEAES and VSTA come together as VTF to ratify local objectives in September 2024
- ▶ Local tables open first, November 2024
- ▶ Local team appointed by each organization

Local Matters

- ▶ Local Negotiations
- ▶ Extra Curricular
- ▶ Access to Worksite
- ▶ Use of School Facilities
- ▶ Bulletin Board
- ▶ Internal Mail
- ▶ Access to Information
- ▶ Staff Representatives
- ▶ Right to Representation
- ▶ Staff Orientation
- ▶ Copy of Agreement
- ▶ Payroll Savings Plan
- ▶ Layoff / Recall
- ▶ Part Time Rights
- ▶ Health and Safety
- ▶ Student Medication
- ▶ Space and Facilities
- ▶ Teacher Involvement in New Schools
- ▶ Personnel Files
- ▶ School Act Appeals
- ▶ Input into Board Policy
- ▶ No Discrimination
- ▶ Parental Complaints
- ▶ Pro-D Committee
- ▶ First Nations Curriculum
- ▶ Unpaid Leaves

Split of Issues

- ▶ Was created by legislation and delegated to BCTF and BCPSEA
- ▶ 1996 split was negotiated with the majority of items at provincial table
- ▶ **Salary, benefits, workload and paid leave** that cost are only requirement
- ▶ Split of issues is negotiable at the bargaining table
- ▶ Some changes achieved in 2014, nothing since

Appendix 2 (Local Matters) Adapted

The following is a current list of topics that locals and school districts can bargain in the next round:

Section A <ul style="list-style-type: none"> • Recognition of Union • Access to Worksite • Use of School Facilities • Bulletin Boards • Internal Mail • Access to Information • Picket Line Protection • Local Dues Deduction • Education Assistants, Volunteers • Right to Representation • Staff Representatives • Staff Orientation • Copy of Agreement 	Section E <ul style="list-style-type: none"> • Posting and Filling Vacant Positions <ul style="list-style-type: none"> – Board Initiated Transfers/Involuntary Transfers – Creation of New Positions – General Provisions for Transfer – Teacher Initiated Transfer—Voluntary – School Reorganization – Board Initiated Transfers, Involuntary Transfers – Staff Reductions—Transfers [not lay-off] – Job Description • Personnel Files • School Act Appeals • No Discrimination • Race Relations/Multiculturalism • Gender Equity • Parental Complaints • Input into Board Policy
Section B <ul style="list-style-type: none"> • Purchase Plans for Equipment • Payroll Deductions • Employee Donations for Income Tax Purposes 	
Section C <ul style="list-style-type: none"> • Layoff-Recall • Part-Time Teachers' Employment Rights <ul style="list-style-type: none"> – Job Sharing – Assignments – Offer of Appointment – Posting and Filling Vacant Positions 	Section F <ul style="list-style-type: none"> • Professional Development Committee <ul style="list-style-type: none"> – <i>as related to control/process</i> • First Nations Curriculum • Women's Studies • Committees <ul style="list-style-type: none"> – Committee Professional Relations – Parent Advisory Council – Joint Studies, Liaison – Employment Relations Committee – Leave of Absence Committee • Fund Raising • Classroom Expenses <ul style="list-style-type: none"> – Reimbursement for Classroom Materials Paid by Teachers • Banked Time Plan • Long Term Personal Leave • Local Extended Maternity/Parental Leave/Parenthood (or their equivalent) [unpaid]* *not top-up • Deferred Salary/Self-Funded Leave Plans • Leave Notice (all leaves)—including deadlines
Section D <ul style="list-style-type: none"> • Extracurricular Activities • Staff Meetings • Health and Safety • Health and Safety Committee • Hazardous Materials (WHMIS) • Student Medication and Medical Procedures • Local Involvement in Board Budget Process • Teacher Involvement in Planning New Schools • Space and Facilities • Inner City Schools • Services to Teachers—Translation 	<p><i>NOTE: Other unpaid leaves from previous local agreements not otherwise contained in Appendix 1 are deemed to be part of Appendix 2 (Local Matters).</i></p>

Where does language get bargained?

Green means **GO** for local bargaining

Local Language Negotiated Locally	Local Language Negotiated Provincially	Provincial Language Negotiated Provincially
<p>For example:</p> <ul style="list-style-type: none"> • Post & filling of positions • Layoff & recall • Non-discrimination • Staff committee • Access to information • Most non-cost items <p>And other items currently listed in Appendix 2* of the Collective Agreement</p>	<p>Pre-1994 language locals might have pertaining to items currently listed in Appendix 1* of the Collective Agreement</p> <p>For example:</p> <ul style="list-style-type: none"> • Allowances • Workload • Time worked • Paid leaves unique to your local 	<ul style="list-style-type: none"> • Salary • Benefits • Workload • Time worked • Paid leaves <p>And other items currently listed in Appendix 1* of the Collective Agreement</p>
Bargained locally	Bargained provincially	Bargained provincially

Process



*Appendix 1 and Appendix 2 are found in LOU No. 1 of the 2022-2025 Collective Agreement and define the local/provincial split of issues. The split of issues is negotiable at the provincial table, within the parameters of the Public Education Labour Relations Act.

Provincial Bargaining Procedures

- ▶ BCTF Bargaining Team has already been formed
- ▶ Team is guided by the objectives developed from the Bargaining Conference
- ▶ WLCB Advisory Committee may make recommendations via the BCTF Executive
- ▶ BCTF Executive Committee can and may advise and instruct the Team, which can also seek for its advice

BCTF Bargaining Conference Summary (May 2024)



Debrief

- Questions?
- How do these objectives connect with our role as a union?
- Which pieces would you have liked to see included in these provincial objectives?

Strategy

What I can do	What colleagues can do	What VEAES can do	What BCTF can do

BREAK

Note on Provincial Benefits Plan

- ▶ Improvements determined in 2023 for provincial plan
- ▶ Benefits are provincial matter, cannot make improvements to local plan without support of bargaining conference
- ▶ Vision care increased to \$600 (2023) \$650 (2024) per 24 months
- ▶ Dexcom Continuous Glucose Monitor (2023)
- ▶ Paramedical increased to \$1000 (2023), psychologist to \$1500 (2024)
 - ▶ Naturopath
 - ▶ Chiropractor
 - ▶ Massage Therapy
 - ▶ Physiotherapy
 - ▶ Psychologist
 - ▶ Acupuncture
- ▶ HPV vaccine 2023 Shingles vaccine 2024

Voting on PBC Plan

- ▶ If any improvements are made in the provincial plan, a vote will be held for VTF membership to decide whether to migrate to it or not
- ▶ Once we change, can't go back
- ▶ VEAES, VEAES AE, and VSTA
- ▶ Extended Health Benefits info on [VEAES website](#)

Local Bargaining Updates

- Bargaining Dates

Nov 5, 15, 19, 29

Dec 6, 17

Jan 15, 22, 29

Feb 4, 20

- Changes made to:

Protocol Agreement

Bargaining Process

WLCB Committee Meeting

(Working and Learning Conditions and Bargaining)

Monday Feb 10

4pm

(Also on April 10, May 8, June 5)

VTF Bargaining Objectives

Improve teacher orientation in the following ways:

- Improved union input into board orientation for new employees
- Role specific orientations
- Increased frequency of employee orientations

2. Improved distribution of information to members about available payroll deduction options

3. Improve post and fill process in the following ways:

- Enabling 80/20 job shares
- Allowing for partial post and fill for members who hold more than one contract
- Increased rights to decrease FTE across all assignments
- Ability to switch days with job share partners, or in non-enrolling positions
- Common offering dates for postings and offering assignments
- Ability to relinquish continuing assignments and return to the TTOC list
- Limit on the employer's ability to assert "qualifications"
- Modify timeline to shorten and expedite STP and increase posting opportunities before placement can occur.

VTF Bargaining Objectives

4. Strengthen limits on corporate sponsorship and advertising in schools
5. Improvements to district and personnel files including
 - Increased transparency when parents complain, support for teachers
 - Sunset clause on school-based administrator personnel files
 - Automatic removal of Letters of Discipline from district personnel file after 5 years
6. Improvements to Health and Safety provisions including:
 - Yearly epi-pen in-service
 - Prohibition on teacher administration of medication or management of medical technology
 - Provision of adequate workspaces for District and Itinerant staff
 - Improved processes to respond to student violence against teachers
 - TTOC access to keys and relevant safety plans
7. Increased teachers input into:
 - pro-d scheduling / flexibility of dates
 - the building of new schools

VTF Bargaining Objectives

7. Increased teachers input into:
 - pro-d scheduling / flexibility of dates
 - the building of new schools
8. Improvements to:
 - Process for teacher input into anti-oppression resources
 - anti-discrimination and anti-oppression in-service
9. Limits to Administrator called Staff Meetings including:
 - Clear parameters for purpose, and prohibitions against Administrators providing unsolicited professional development
 - Limits on school plan discussions
 - Verification process for content of Staff Meeting minutes
 - Hard cap on frequency
 - Limits to duration of meetings

VTF Bargaining Objectives

- 10. Limit on rentals of occupied classroom and non-enrolling spaces (i.e. libraries, gyms) adjacent to instructional time
- 11. Protections for the implementation of Seamless K
- 12. Improved definitions for Teacher in Charge and Senior Teacher
- 13. Provision of 5-year personal leave without pay

Proposals Overview

- ▶ Proposal packages from Employer and VTF
- ▶ VTF's package included ~30 proposals
- ▶ Employer came with 6 proposals
- ▶ Good progress made in the following areas:
 - ▶ Workplace Violence, Indigenous Ways of Knowing and Being
- ▶ Signed off on these proposals:
 - ▶ Staff Meetings, Post and Fill, Orientation of New Employees, Site Based Rights, Job Share Secondary, Health and Safety, Printing of the agreement

Local Bargaining Procedures

- ▶ If impasse is reached:
 - ▶ Prior to Feb 14, Local Matters Facilitation can be requested if both parties agree
 - ▶ By either party Feb 14-28
- ▶ Effective date of local matters agreement may be either
 - ▶ Date of final ratification of local matters agreement; or
 - ▶ July 1, 2025; or
 - ▶ Upon ratification of the provincial bargaining table, but no earlier than July 1, 2025

LUNCH BREAK

Turning Up the Temperature

Staying informed	Engaging Colleagues	Actions to increase pressure	Being strike-ready

Are We Gonna Strike?

- ▶ A strike must be approved by members by a strike vote
- ▶ BCTF Strike Fund is healthy and able to sustain membership for 3 weeks at \$100 per day
- ▶ Job action often precedes striking
- ▶ VEAES Strike Manual
- ▶ What will you strike for?

Communications

- ▶ VEAES Weekly
- ▶ BCTF News / e-blasts
- ▶ Bargaining Updates
- ▶ WLCB Committee Meetings
- ▶ BCTF website / portal
- ▶ General Meetings / Staff Rep Assemblies
- ▶ Direct Staff Rep emails

Wrapping Up Bargaining...

- ▶ Questions?
- ▶ Comments?
- ▶ Email vanessa@veaes.ca if you wish to join the WLCB Committee!

Mini Training on Health and Safety

- ▶ Legislated responsibility of the Employer, supplemented by D.22 in the CA
- ▶ Reporting process is important, but can be bureaucratic, confusing and time-consuming
- ▶ Connected to employee wellness and working conditions
- ▶ Overview:
 - ▶ JOHS (Joint Occupational Health and Safety) Committee
 - ▶ [Work Safe](#)
 - ▶ [Our Health](#) Dashboard
 - ▶ [VSB H&S SharePoint](#)

H&S Training Cont'd

- ▶ Refusal of Unsafe Work
 - ▶ Refusal triggers an assessment and mitigation process
 - ▶ You can refuse more than once
- ▶ Aggressive Behaviour Log
 - ▶ Student-centered
- ▶ ISWI (Individual Safe Work Instruction), formerly Employee Safety Plan
 - ▶ Distinct from Student Safety Plan
 - ▶ Employee-centered
- ▶ Sick Leave
 - ▶ Take as needed
 - ▶ Work Safe may compensate if claim is approved

Guest Speaker

Suzie Mah
(COPE Trustee)

VSB Trustees 2022-2026 Board

2022 Vancouver municipal election: Vancouver School Board

[hide]

Party	Candidate	Votes	%	Elected
ABC Vancouver	Victoria Jung	69,027	40.25	✓
ABC Vancouver	Alfred Chien	67,326	39.26	✓
ABC Vancouver	Josh Zhang	64,370	37.53	✓
ABC Vancouver	Christopher JK Richardson ^[a]	64,048	37.35	✓
ABC Vancouver	Preeti Faridkot	63,807	37.21	✓
OneCity	Jennifer Reddy (X)	44,534	25.97	✓
COPE	Suzie Mah	42,379	24.71	✓
Green	Lois Chan-Pedley (X)	41,356	24.12	✓
Green	Janet Fraser (X)	41,179	24.01	✓
OneCity	Krista Sigurdson	40,792	23.79	
OneCity	Kyla Epstein	38,890	22.68	
OneCity	Rory Brown	38,381	22.38	
Vision	Allan Wong (X)	35,761	20.85	



2022-2026 ABC Trustees (Majority to 3/9)

Campaign Promises

- ▶ Re-instating VPD Police Liaison program in schools (completed)
- ▶ Re-implementing band and strings programs in schools (not completed)
- ▶ Campaign promises have since been erased from ABC website

VEAES Experience in Working With Them

- Vote in line with VSB management
 - VSB committee transparency has decreased significantly under their majority
 - Money for student “leadership” opportunities
-
- Sept 2022: Christopher Richardson disallowed joining ABC caucus because of a CRA investigation finding revoking charitable status of a charity he ran
 - Aug 2024: Victoria Jung leaves ABC citing “recent events questioning the office of the Vancouver Integrity Commissioner”

2022-2026 Green Trustees (2 out of 9)

Campaign Promises

- ▶ Against re-instating VPD Police Liaison program in schools
- ▶ Supporting environmental initiatives

VEAES Experience in Working With Them

- Vote in line with VSB management and ABC school trustees
- Vote for money for “green initiatives”
- Generally fiscally conservative when it comes to services for students

2022-2026 COPE and OneCity Trustees

Campaign Promises

- ▶ Against re-instating VPD Police Liaison program in schools
- ▶ Supporting expansion of childcare in schools
- ▶ Increasing services for students

VEAES Experience in Working With Them

- Frequently and actively question VSB management
- Frequently vote to support each other and VEAES positions
- Suzie Mah (COPE) meets frequently with VEAES to seek feedback/input
- Jennifer Reddy (OneCity) sometimes reaches out to VEAES to seek feedback/input

The background features abstract, overlapping green geometric shapes, primarily triangles and polygons, in various shades of green, creating a modern and dynamic look. The shapes are concentrated on the right side and bottom of the frame, leaving the top-left area more white.

PRIZE DRAW!

Lucky winner is.....

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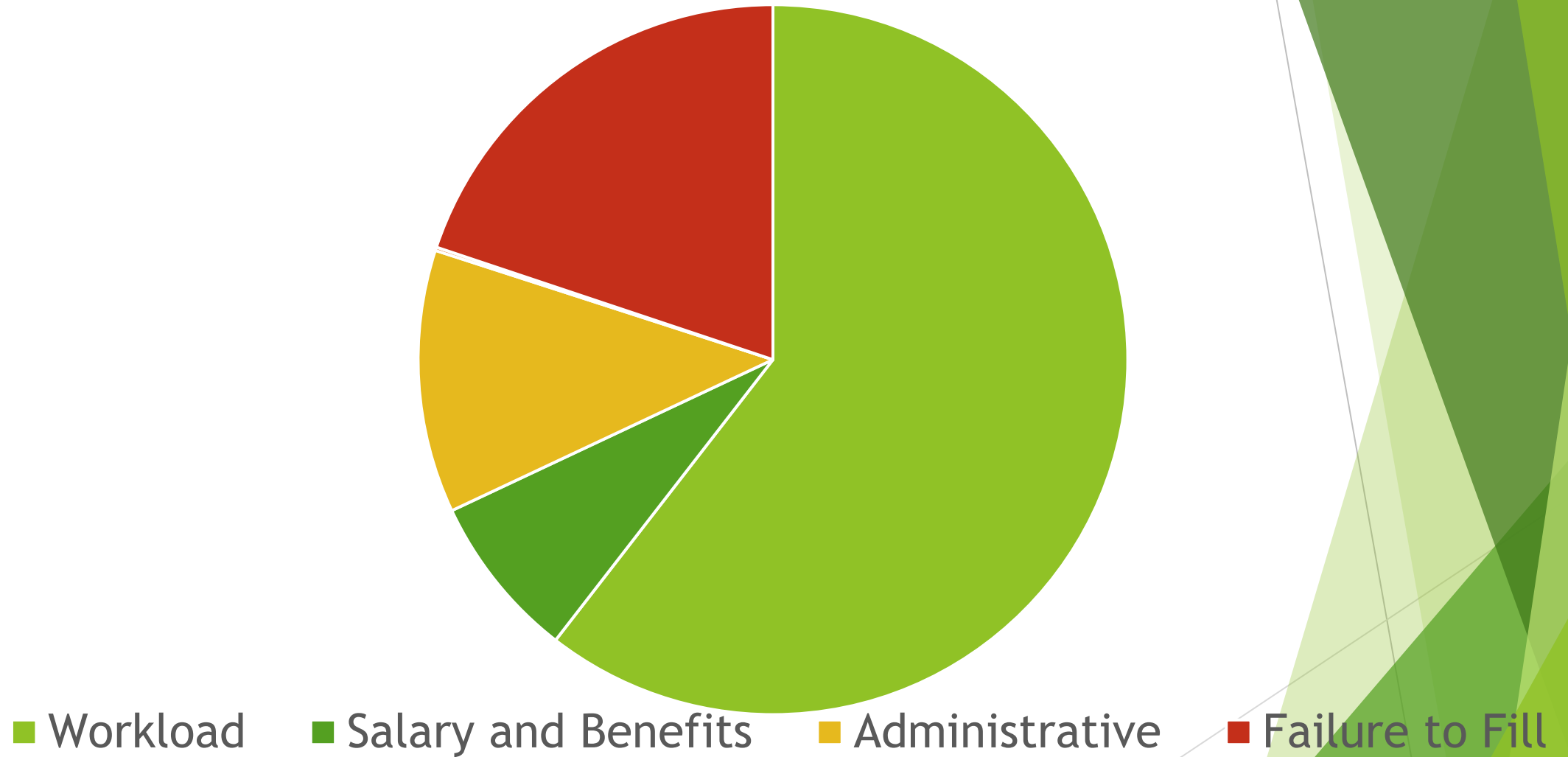
THANK YOU!

“I’d rather regret the risks that didn’t work out than the chances I didn’t take at all.”
– Simone Biles

Provincial Bargaining Priorities Survey Results

Move into committee

Question 1 - what are the primary challenges?



Question 1 - what are the primary challenges?



■ Workload

■ SJ / wellness

■ Salary and Benefits

■ Failure to Fill

■ Administrative

60% of comments were about Workload

“insufficient support”

“class size” and/or “class composition”

“not enough resource / SLPs / counselling / Teacher Psychs / SSSAs”

“long timelines for assessment” / “undesignated needs”

“classes too complex for meaningful inclusion

Question 1 - what are the primary challenges?



■ Workload

■ SJ / wellness

■ Salary and Benefits

■ Failure to Fill

■ Administrative

20% of comments were about Failures to Fill / Teacher Shortage

“constantly being pulled from our positions” “doing two jobs”

“loss of resource and SSSW support due to failures to fill”

“impact on remedy and prep times increases workload”

“I’m afraid to take a sick day”

Question 1 - what are the primary challenges?



■ Workload

■ SJ / wellness

■ Salary and Benefits

■ Failure to Fill

■ Administrative

12% of the comments were about Administrative issues

“unsupportive and unhelpful Principals”

“too much paperwork and additional tasks downloaded to teachers”

“lack of funding for curriculum, technology and inclusion”

“too much reporting” / “reporting timelines unhelpful”

“constant new initiatives “

Question 1 - what are the primary challenges?



■ Workload

■ SJ / wellness

■ Salary and Benefits

■ Failure to Fill

■ Administrative

7% of the comments were about Salary and Benefits

“not keeping up with inflation”

“pay not equal to other provinces”

“benefits not good enough / counselling support”

“low wage”

Question 1 - what are the primary challenges?



Workload

Salary and Benefits

Administrative

SJ / wellness

Failure to Fill

Comments about Social Justice / Wellness

*Many wellness comments “burnout” were coded as Workload

*Many wellness comments “need more counselling” coded as Salary and Benefits

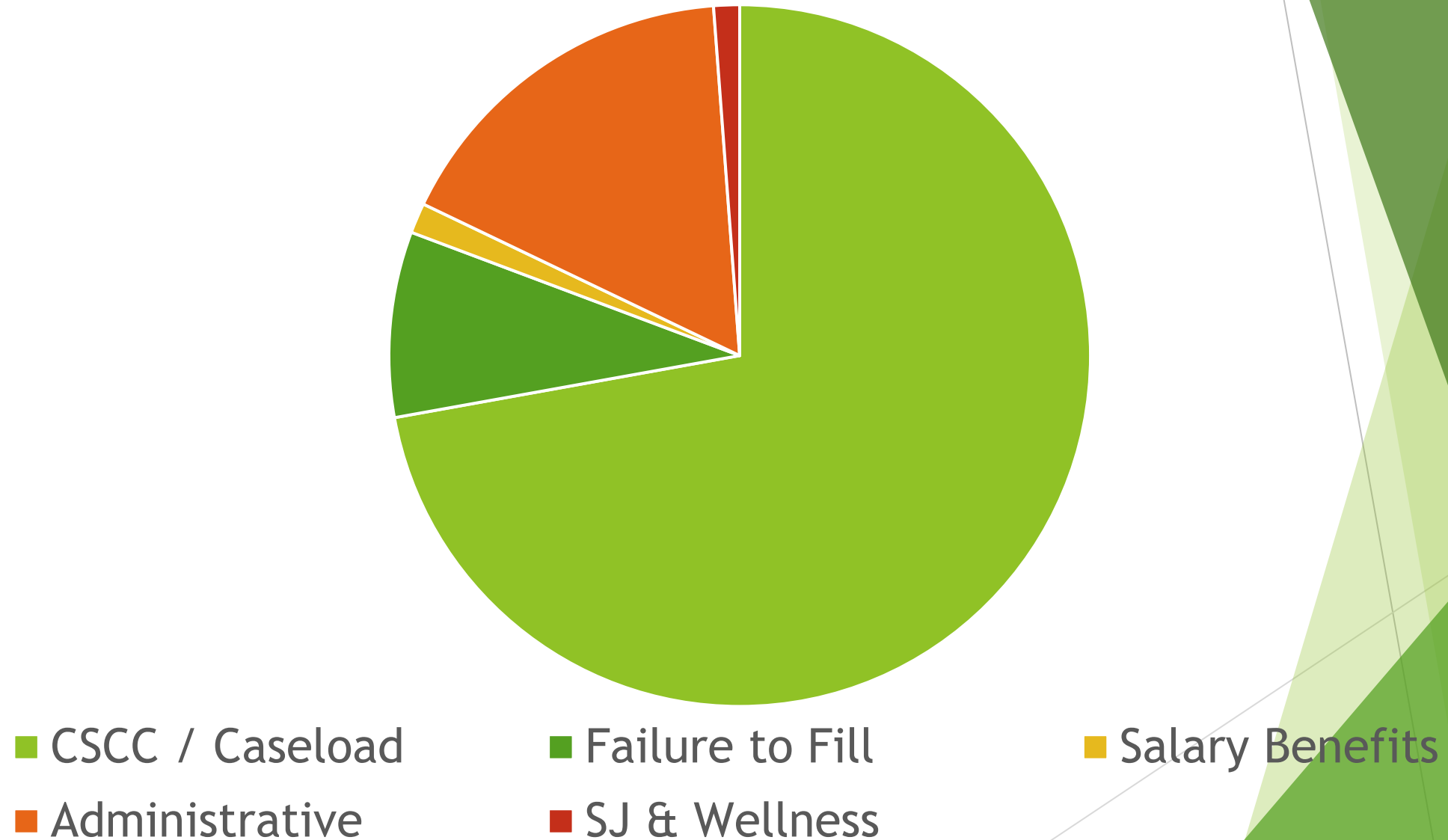
“Truth and Reconciliation” “Decolonizing”

“Discrimination”

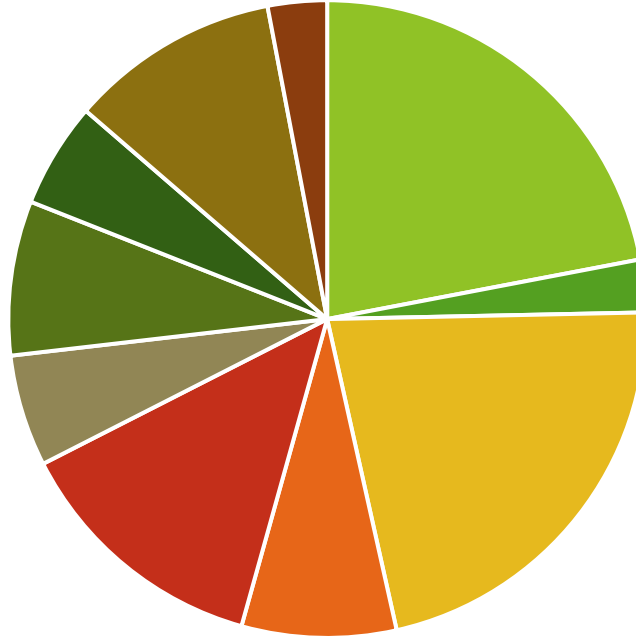
“Racism”

“Feeling valued in my role”

Question 2 - What is your workload priority?



Question 3 - Role specific concerns



- Failure to Fill 132
- Caseloads 131
- Primary Undesignated 79
- Intermediate Other 47
- Waitlists / Lack of Specialists 64

- TTOC Rights 16
- Documentation 47
- Intermediate Class Size 34
- Violence 32
- Prep Time 18