

NEGOTIATIONS

Background

The legal status of negotiations conducted by the District relies on provincial legislation, including the School Act and the Labor Relations Code, as well as the collective agreements which have been negotiated with various employee groups.

The District and its employee groups have sought and experimented with models and procedures for bargaining in order to promote the best possible climate for negotiations.

Procedures

1. It is the practice of the Board to appoint the Associate Superintendent, Employee Services and the Secretary Treasurer as its negotiators.
2. District negotiators will meet with representatives of a union or an association to draw up a set of procedures according to which the negotiations for the upcoming bargaining session will be conducted.
 - 2.1 Procedures may be outlined in the pertinent collective agreement or other agreement.
3. District negotiators have the authority to interpret or to propose various changes to agreements; to represent the mandate determined by the Board to the negotiators for the unions or the associations with the understanding that the end result of negotiations is a proposed memorandum of agreement.
 - 3.1 There are a number of recognized bargaining units which derive bargaining authority by certification from the Labor Relations Board.
 - 3.2 A core of construction workers are represented by various trade unions.
 - 3.3 The Professional and Administrative Staff Association is registered under the Societies Act.
4. A proposed memorandum of agreement is to be presented to the Personnel Committee of the Board by the District negotiators for forwarding to the Board with or without a recommendation for ratification or non-ratification.
 - 4.1 Certain agreements will require the approval/ratification of other bodies such as the B. C. Public School Employers' Association and the B. C. Public Employers' Council.
5. The Board has the final authority to ratify a memorandum of agreement.

6. Once the items of the memorandum of agreement have been incorporated into the collective agreement or other agreement to the satisfaction of both parties and signed, the Secretary Treasurer will ensure that all legal requirements with respect to the filing of copies with appropriate provincial agencies are met, and that copies are made available to interested internal and external organization.
 - 6.1 Each member of a union or an association that has a new agreement will receive a copy of the agreement.
 - 6.2 The Senior Manager, Human Resources will ensure that all new employees will receive a copy of the agreement by which they are covered upon appointment.
7. The procedures for renegotiating or amending an existing collective agreement or other agreement shall be in accordance with procedures as developed and outlined in section 2.

Reference: Section 26.1, 27, 28, 29 School Act
Labor Relations Code
Public Education Labor Relations Act
Societies Act
Collective Agreements

Adopted: October 18, 1982

Revised: December 1983; August 1, 1990; September 1994; December 1996; January 1999; September 24, 2018.