

From: [Sampson, Laura EDUC:EX](#)
To: [Bertrand, Julie EDUC:EX](#)
Subject: BCTF/Bargaining- Multi meetings
Date: Wednesday, February 21, 2018 9:29:00 AM

FYI...I will ask CZ's assistant about materials.

BCTF/Bargaining- Multi meetings

Tuesday, February 20, 2018
4:24 PM

s.13,s.17

| | |
|---------|--|
| Subject | RE: BCTF |
| From | Godin, Keith EDUC:EX |
| To | MacDonald, Scott D EDUC:EX; Teng, Zita EDUC:EX |
| Cc | Sampson, Laura EDUC:EX |
| Sent | Monday, February 19, 2018 7:00 PM |

Thank you.

s.13,s.17

From: MacDonald, Scott D EDUC:EX
Sent: Monday, February 19, 2018 6:55 PM
To: Godin, Keith EDUC:EX; Teng, Zita EDUC:EX
Cc: Sampson, Laura EDUC:EX
Subject: RE: BCTF

In process

From: Godin, Keith EDUC:EX
Sent: Monday, February 19, 2018 6:36 PM
To: Teng, Zita EDUC:EX
Cc: MacDonald, Scott D EDUC:EX
Subject: BCTF

s.13,s.17

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From: [Sampson, Laura EDUC:EX](#)
To: [Ferguson, Carrie EDUC:EX](#)
Subject: RE: CLIFF ID 200909
Date: Friday, February 23, 2018 11:56:00 AM

s.13,s.17

From: Ferguson, Carrie EDUC:EX
Sent: Thursday, February 22, 2018 2:28 PM
To: Sampson, Laura EDUC:EX
Cc: EDUC Correspondence EDUC:EX
Subject: FW: CLIFF ID 200909

Hi Laura,

s.13,s.17

Many thanks,

Carrie

From: Maartman, William EDUC:EX
Sent: Thursday, February 22, 2018 1:55 PM
To: Ferguson, Carrie EDUC:EX
Subject: RE: CLIFF ID 200909

s.13,s.17

-W

From: Ferguson, Carrie EDUC:EX
Sent: Thursday, February 22, 2018 1:38 PM
To: Maartman, William EDUC:EX
Subject: FW: CLIFF ID 200909

Hi Will,

Please let me know if you are okay with either staff responding or having ADM or DM response.

Many thanks,

Carrie F.

From: Ally Lee [<mailto:Ally.Lee@gov.bc.ca>]
Sent: Thursday, February 22, 2018 10:41 AM
To: Ferguson, Carrie EDUC:EX
Cc: Lee, Ally EDUC:EX

Subject: CLIFF ID 200909

Hi Carrie,

Please forward the following staff advice to MO:

s.13,s.17

Thanks,
Ally

[Click here to view this Log](#)

From: [Sampson, Laura EDUC:EX](#)
To: [Bertrand, Julie EDUC:EX](#)
Cc: [Teng, Zita EDUC:EX](#)
Subject: Additional BCTF meeting
Date: Friday, February 23, 2018 4:03:00 PM

s.13,s.17

Laura Sampson | Senior Executive Assistant
Deputy Minister's Office | Ministry of Education
Ph: 250-387-2026 E: laura.sampson@gov.bc.ca

From: [Sampson, Laura EDUC:EX](#)
To: [Shea, Megan EDUC:EX](#)
Subject: Another meeting with the BCTF
Date: Friday, February 23, 2018 4:18:00 PM

s.13,s.17

Laura Sampson | Senior Executive Assistant
Deputy Minister's Office | Ministry of Education
Ph: 250-387-2026 E: laura.sampson@gov.bc.ca

From: [Sampson, Laura EDUC:EX](#)
To: [Bridges, Kelsey PSEC:EX](#)
Subject: **s.13,s.17**
Date: Friday, February 23, 2018 4:22:00 PM

Hi Kelsey,

s.13,s.17

Laura Sampson | Senior Executive Assistant
Deputy Minister's Office | Ministry of Education
Ph: 250-387-2026 E: laura.sampson@gov.bc.ca

From: [Sampson, Laura EDUC:EX](#)
To: [Bertrand, Julie EDUC:EX](#)
Subject: FW: Letter from Glen Hansman
Date: Monday, February 26, 2018 1:24:00 PM
Attachments: [image001.png](#)
[00-RDN-Response to Glen Hansman-Nov 2017.pdf](#)
[LtrDel NegroNov15 2017.pdf](#)
[2017-10-24 - REVISED - LT BCPSEA - commence collective bargaining .pdf](#)
[LtrJamesFeb14 2018.pdf](#)

Materials for DM tomorrow.

From: Glen@bctf.ca [mailto:glen@bctf.ca]
Sent: Wednesday, February 14, 2018 4:40 PM
To: Minister, FIN FIN:EX
Cc: OfficeofthePremier, Office PREM:EX; Minister, EDUC EDUC:EX; Minister, LBR LBR:EX; Higgins, Keira PREM:EX; Zacharuk, Christina PSEC:EX; renzod@bcpsea.bc.ca
Subject: Letter from Glen Hansman

Hello,
Please see attached letter.
Thank you.

Glen Hansman
President
British Columbia Teachers' Federation
100-550 West 6th Avenue
Vancouver, BC V5Z 4P2
Phone: 1-800-663-9163, 604-871-2153
Fax: 604-871-2290
Email: glen@bctf.ca
[@glenhansman](mailto:glenhansman@bctf.ca)



From: Glen Hansman
Sent: Wednesday, February 14, 2018 10:36 AM
To: Verna Warner
Subject: FW: LETTER to Minister of Finance - Draft

Minister Carole James

Via email

2018 February 14

Dear Minister James,

On behalf of the 43,000 members of the BC Teachers' Federation, I am writing to request a meeting with you sometime before March 15 in order to discuss the upcoming round of collective bargaining.

BC's public school teachers are committed to reaching freely negotiated agreements. There are some contextual, structural, and logistical matters that the BCTF would like to have the opportunity to discuss with you in person, though, long before bargaining commences.

Specifically, we feel it is important to canvas the following with you:

- **An early commencement to negotiations.** The current collective agreement expires at the end of June 2019. Under the Labour Code, the very latest the parties need to commence negotiations is in March 2019. However, given the complexities of collective bargaining in this sector, and the fact that the last two rounds of collective bargaining spilled over multiple school years, the BCTF believes that it is in everyone's interests to commence negotiations earlier than usual. In our view, we should aim for a December 1, 2018 at the latest. We appreciate that elections for school trustees is a variable to consider. For your reference, please see attached previous correspondence on this topic.
- **The mandate.** Given the affordability crisis in this province, massive recruitment and retention challenges in the K-12 sector, public sector salaries being completely out of step with those in the rest of Canada, and the number of unaddressed issues that have accumulated through multiple rounds of collective bargaining (including at least two where unconstitutional legislation was a dominating factor), the BCTF believes there is much for the province to consider about any provincial mandate that might be set for the public sector as it pertains to K-12.
- **Enabling more successful negotiations at local tables.** The *Public Education Labour Relations Act* sets out a two-tiered bargaining model, with large cost items being negotiated at the provincial table between the BCTF and the BC Public School Employers' Association, and other matters being negotiated between individual BCTF locals and their respective board of education. Since *PELRA* was brought in, there has never been a satisfactory dispute resolution mechanism for items being negotiated at the local table – other than having hundreds of proposals from local tables referred to the provincial table, which has proven to be unwieldy. The BCTF has thoughts it would like to discuss with you about possible dispute resolution mechanisms for the local parties to be able to utilize. We would also like to discuss with you the possibility of making available funds so that the local parties can, if there is agreement, successfully address some of the cost items that fall within their purview.
- **Enabling negotiations of more matters at local tables.** Part 3, Section 7 of *PELRA*

lists the matters that must be negotiated at the provincial table between the BCTF and BCPSEA. These provincial matters are:

- (a) salaries and benefits,
- (b) workload, including, without limitation, class size restrictions, and
- (c) time worked and paid leave,

The BCTF is not seeking a legislative change to *PELRA* at this time. However, for the upcoming round of collective bargaining and on a go-forward basis, the BCTF would like to see all matters not specifically captured by Section 7 of *PELRA* to be dealt with by negotiations by the local parties, where the actual employment relationship exists. Given the diversity of school districts and local contexts, we believe that there would be many positives to this that will ultimately lead to more productive negotiations in the upcoming and future rounds, and would like to discuss this with you in person.

We understand that because of the legislative sitting occurring right now, and your responsibilities as Minister of Finance, that your availability may be limited over the next several months.

However, given the history of collective bargaining in K-12 since the previous government's unconstitutional legislation in 2002, we are hoping that you share our desire to be proactive in setting the stage for successful negotiations, and that time can be made in your calendar for a meeting at a location that is convenient for you.

I look forward to your response.

Yours truly,

Glen Hansman

President

BCTF

cc. Don Wright

Premier John Horgan

Minister Fleming

Minister of Labour

Christina Z

Renzo



Via email: FIN.Minister@gov.bc.ca

February 14, 2018

Honourable Carole James
Minister of Finance and Deputy Premier
Room 153, Parliament Buildings
Victoria, BC V8V 1X4

Dear Minister James:

On behalf of the 43,000 members of the BC Teachers' Federation, I am writing to request a meeting with you sometime before March 15 in order to discuss the upcoming round of collective bargaining.

BC's public school teachers are committed to reaching freely negotiated agreements. There are some contextual, structural, and logistical matters that the BCTF would like to have the opportunity to discuss with you in person, though, long before bargaining commences.

Specifically, we feel it is important to canvas the following with you:

An early commencement to negotiations

The current collective agreement expires at the end of June 2019. Under the *Labour Code*, the very latest the parties need to commence negotiations is in March 2019. However, given the complexities of collective bargaining in this sector, and the fact that the last two rounds of collective bargaining spilled over multiple school years, the BCTF believes that it is in everyone's interests to commence negotiations earlier than usual. In our view, we should aim for a December 1, 2018 start at the latest. We appreciate that elections for school trustees is a variable to consider. For your reference, please see attached previous correspondence on this topic.

The mandate

Given the affordability crisis in this province, massive recruitment and retention challenges in the K–12 sector, public sector salaries being completely out of step with those in the rest of Canada, and the number of unaddressed issues that have accumulated through multiple rounds of collective bargaining (including at least two where unconstitutional legislation was a dominating factor), the BCTF believes there is much for the province to consider about any provincial mandate that might be set for the public sector as it pertains to K–12.

Enabling more successful negotiations at local tables

The *Public Education Labour Relations Act* sets out a two-tiered bargaining model, with large cost items being negotiated at the provincial table between the BCTF and the BC Public School Employers' Association, and other matters being negotiated between individual BCTF locals and their respective board of education. Since *PELRA* was brought in, there has never been a satisfactory dispute resolution mechanism for items being negotiated at the local table—other than having hundreds of proposals from local tables referred to the provincial table, which has proven to be unwieldy. The BCTF would like to discuss with you possible dispute resolution mechanisms for the local parties to be able to utilize.

Honourable Carole James
February 14, 2018

We would also like to discuss with you the possibility of making funds available so that the local parties can, if there is agreement, successfully address some of the cost items that fall within their purview.

Enabling negotiations of more matters at local tables

Part 3, Section 7 of *PELRA* lists the matters that must be negotiated at the provincial table between the BCTF and BCPSEA. These provincial matters are:

1. salaries and benefits.
2. workload, including, without limitation, class size restrictions.
3. time worked and paid leave.

The BCTF is not seeking a legislative change to *PELRA* at this time. However, for the upcoming round of collective bargaining and on a go-forward basis, the BCTF would like to see all matters not specifically captured by Section 7 of *PELRA* to be dealt with by negotiations by the local parties, where the actual employment relationship exists. Given the diversity of school districts and local contexts, we believe that there would be many positives to this that will ultimately lead to more productive negotiations in the upcoming and future rounds, and would like to discuss this with you in person.

We understand that because of the legislative sitting occurring right now, and your responsibilities as Minister of Finance, that your availability may be limited over the next several months.

However, given the history of collective bargaining in K–12 since the previous government's unconstitutional legislation in 2002, we are hoping that you share our desire to be proactive in setting the stage for successful negotiations, and that time can be made in your calendar for a meeting at a location that is convenient for you.

I look forward to your response.

Yours truly,



Glen Hansman
President

cc: Don Wright, Deputy Minister to the Premier
Honourable John Horgan, Premier
Honourable Rob Fleming, Minister of Education
Honourable Harry Bains, Minister of Labour
Christina Zacharuk, President and CEO, PSEC
Renzo Del Negro, Chief Executive Officer, BCPSEA

GH:vw:tfeu

Attachment



By email: renzod@bcpsea.bc.ca

November 15, 2017

Renzo Del Negro
BC Public School Employers' Association
400-1333 West Broadway
Vancouver BC V6H 4C1

Dear Renzo,

Thank you for your letter dated November 8, 2017, in response to our notice of intent to commence collective bargaining no later than December 1, 2018 towards the renewal or revision of the agreement for the subsequent period.

We also look forward to discussions with you about this possibility. We will also be discussing this with representatives of government.

We note that of the four joint committees contained in the current collective agreement that you reference in your letter, three are wrapping up this calendar year. The remaining one may help inform bargaining, but will no doubt conclude long before December 1, 2018 and is not determinative of any bargaining position. And, the arbitration on designations shouldn't hold up any bargaining processes—including the establishment of a mandate and the commencement of negotiations.

We agree that it will be important to inform and involve trustees, both before elections and immediately after. This is part of the reason why we are indicating to you 13 months out that we would like to commence no later than December 1, 2018.

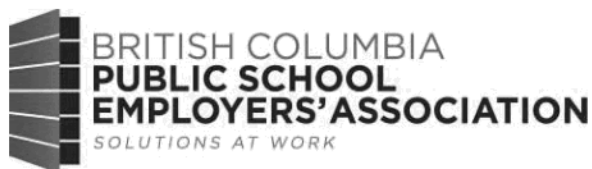
As stated in my previous letter, restrictive employer mandates, unconstitutional legislation, and government demands for significant concessions on professional matters in the collective agreement have not been conducive to constructive negotiations in recent rounds under the previous government.

I look forward to discussing further with you in person, and with others, with the view to help ensure a positive and productive round.

Yours truly,

Glen Hansman
President

pc: Honourable Carole James, Minister of Finance
Honorable Rob Fleming, Minister of Education
Honorable Harry Bains, Minister of Labour
Don Wright, Deputy Minister to the Premier
Scott MacDonald, Deputy Minister of Education
Trevor Hughes, Deputy Minister of Labour
Janet Stewart, Chief Operating Officer, BCPSEA
Christina Zacharuk, President and CEO, PSEC
Gordon Swan, President, BCSTA



November 8, 2017

Glen Hansman, President
BC Teachers' Federation
100 – 550 West 6th Avenue
Vancouver, BC V5Z 4P2

Dear Glen:

Thank you for your letter dated October 24, 2017 advising of the BC Teachers' Federation (BCTF) intention to commence the next round of collective bargaining no later than December 1, 2018.

We agree that there are many important issues to discuss in the upcoming round of collective bargaining and share your hope that the negotiations will be positive and productive.

As you know, BCPSEA is in the preparation phase for collective bargaining, as is the BCTF. Our preparation phase includes extensive consultation with our stakeholders to inform our approach, which will be further guided by a focus on achieving the province's vision for education by providing supports and services to students within available resources.

We must also consider the implications of events that will impact both parties' preparation and readiness for productive negotiations, including trustee elections on October 20, 2018 (with trustees taking the oath of office in November/December 2018), which will require BCPSEA to ensure that new trustees/boards of education are fully informed of the bargaining preparations/approach. Further, the arbitration on special needs designations is to be concluded by January 31, 2019. We also believe that our discussions at the bargaining table will benefit from as much experience as possible in working with the restored class size and composition language.

Many of the discussions that will inform our respective approaches at the bargaining table are already underway through the regularly scheduled labour–management meetings, the meetings to address issues arising from implementation of the Letter of Understanding No. 17 Memorandum of Agreement, as well as the committees established under the 2013-2019 Provincial Collective Agreement including, for example, teacher compensation matters and teacher teaching on call (TTOC) call-out and hiring practices. These ongoing discussions between the parties on a number of foundational issues will assist in our shared objective.

Given all of the above, we therefore look forward to continuing our discussions with the BCTF, identifying priorities, and working with you to determine the most optimal date at which to commence formal negotiations within the parameters as set out in the *Labour Relations Code*.

Yours truly,



Renzo Del Negro
Chief Executive Officer

- c: Honourable Carole James, Minister of Finance
Honourable Rob Fleming, Minister of Education
Honourable Harry Bains, Minister of Labour
Don Wright, Deputy Minister to the Premier
Scott MacDonald, Deputy Minister of Education
Trevor Hughes, Deputy Minister of Labour
Christina Zacharuk, President and CEO, PSEC Secretariat
Gordon Swan, President, BCSTA
Janet Stewart, Chief Operating Officer, BCPSEA



BCTF

British Columbia Teachers' Federation A Union of Professionals
100-550 West 6th Avenue, Vancouver, BC V5Z 4P2 bctf.ca
604-871-2283 1-800-663-9163 

Executive Office fax: 604-871-2290

By e-mail: renzod@bcpsea.bc.ca

October 24, 2017

Renzo Del Negro
BC Public School Employers' Association
400-1333 West Broadway
Vancouver BC V6H 4C1

Dear Renzo,

Pursuant to Article A.1.1 of the collective agreement, s.46(1) of the *Labour Relations Code*, and the *Public Education Labour Relations Act*, the BCTF on its own behalf, and on behalf of its locals, hereby provides you with formal notice of its intent to commence collective bargaining no later than December 1, 2018 towards the renewal or revision of the agreement for the subsequent period.

Restrictive employer mandates, unconstitutional legislation, and government demands for significant concessions on professional matters in the collective agreement have not been conducive to constructive negotiations in recent rounds. The BCTF is hopeful that the next round will be more positive and productive. To that end, and recognizing the number of unresolved issues that have accumulated, we are proposing an early start.

We look forward to your response.

Yours truly,



Glen Hansman
President

cc: Honorable Rob Fleming, Minister of Education
Honorable Harry Bains, Minister of Labour
Don Wright, Deputy Minister to the Premier
Scott MacDonald, Deputy Minister of Education
Trevor Hughes, Deputy Minister of Labour
Janet Stewart, BCPSEA
Christina Zacharuk, PSEC
Gordon Swan, President, BCSTA

GH/cw:tfeu