

## Backgrounder

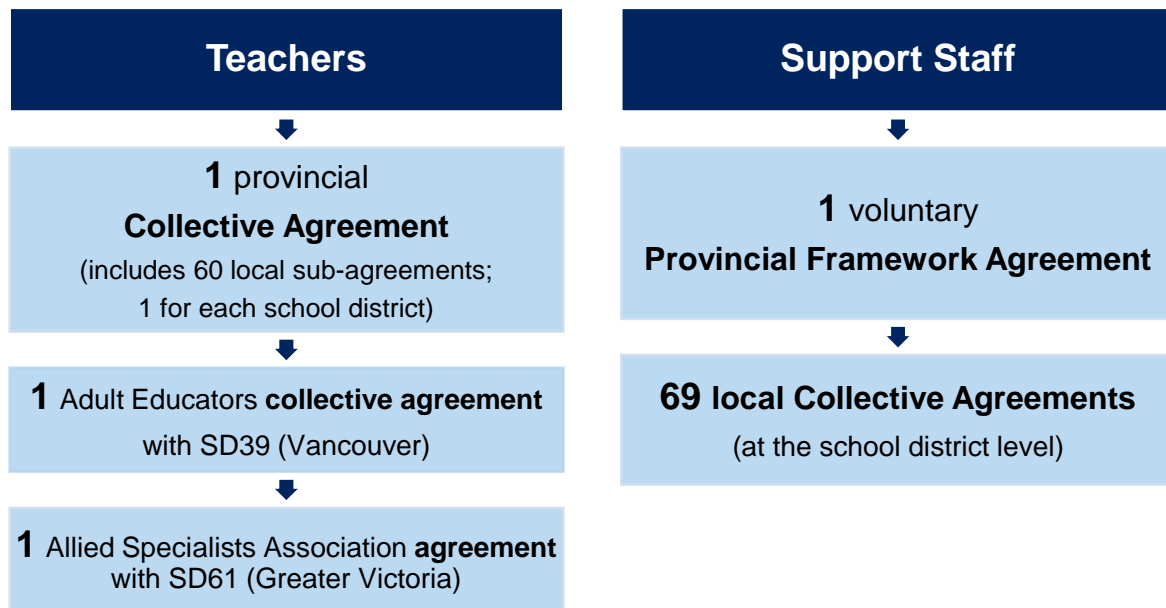
### Collective Bargaining 2022: Process and timeline for bargaining in K-12 public education

March 17, 2022, Vancouver

#### Overview of collective bargaining in K-12 public education

All BC public education K-12 sector collective bargaining agreements expire June 30, 2022.

Across the sector, there are 133 bargaining tables forming 72 agreements.



#### Collective bargaining – Teachers

The BC Public School Employers' Association (BCPSEA) is the accredited bargaining agent for the province's 60 public boards of education.

The BC Teachers' Federation (BCTF) is the certified bargaining agent for BC's nearly 149,000 public school teachers.

Local matters are negotiated at the school district level, while compensation and other provincial matters - including all cost items - are bargained by BCPSEA and the BCTF at the provincial level.

<sup>1</sup> Headcount data as per the Public Sector Employers' Council Secretariat's 2022 Annual Forecast as at April 1, 2022 – includes all active and on leave teachers, as well as Teachers Teaching on Call, that are covered by the compensation base and the Provincial collective agreement.

Examples of Teacher Provincial Matters	Examples of Teacher Local Matters
<ul style="list-style-type: none"> <li>▪ Salaries</li> <li>▪ Benefits</li> <li>▪ Class size</li> <li>▪ Class composition</li> <li>▪ Paid leaves</li> <li>▪ Violence prevention</li> </ul>	<ul style="list-style-type: none"> <li>▪ Layoff-Recall, Re-engagement</li> <li>▪ Posting and filling vacant positions</li> <li>▪ Health and Safety, including committees</li> <li>▪ No discrimination</li> <li>▪ Gender equity</li> <li>▪ Indigenous curriculum</li> </ul>

## Timeline – Teacher collective bargaining

For the 2022 round of bargaining, as per agreement between the parties, local teacher bargaining took place prior to provincial teacher bargaining.

<b>Nov. 1, 2021</b> Local bargaining can begin	<b>March 1, 2022</b> Provincial bargaining can begin	<b>March 4, 2022</b> Local bargaining ends	<b>June 30, 2022</b> Collective Agreement expires
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## Collective bargaining – Support Staff

There are approximately <sup>2</sup>40,000 support staff represented in negotiations by the K-12 Presidents' Council, which is made up of 57 autonomous CUPE locals and 11 other unions in the K-12 public education sector. The Council works with BCPSEA to develop a Provincial Framework Agreement on key matters (including compensation) that can then be voluntarily adopted and form part of any memorandum of settlement at the local level. Historically, almost every local level collective agreement has incorporated the Provincial Framework Agreement.

Bargaining of the local collective agreements happens at the local school district level. Boards of education bargain directly with their respective support staff union locals.

## Timeline – Support staff collective bargaining

The Provincial Framework Agreement is negotiated prior to local bargaining.

<b>February-April 2022</b> Provincial Framework Agreement negotiated	<b>March 1, 2022</b> Local bargaining can begin	<b>June 30, 2022</b> Collective agreements expire
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<sup>2</sup> Headcount data as per the Public Sector Employers' Council Secretariat's 2022 Annual Forecast as at April 1, 2022 – includes all active and casual support staff employees, as well as those on leave, that are covered by the compensation base and 69 local collective agreements.

## Bargaining associations in the K-12 public education sector:

- BC Teachers' Federation (teachers in all 60 school districts)
- Canadian Union of Public Employees (support staff in 57 school districts)
- International Union of Operating Engineers (SD 27 Cariboo-Chilcotin, SD 39 Vancouver, SD 52 Prince Rupert)
- Teamsters (SD 34 Abbotsford, SD 59 Peace River South)
- West Vancouver Municipal Employees Association (SD 45 West Vancouver)
- Construction, Maintenance, and Allied Workers (SD 78 Fraser-Cascade)
- Trades Bargaining Council (SD 39 Vancouver)
- United Steelworkers Workers' of America (SD 79 Cowichan Valley)
- BC Government Service Employees' Union (SD 59 Peace River South, SD 81 Fort Nelson)
- Non-Teaching Staff Association (SD 49 Central Coast)
- VTF - Adult Education (SD 39 Vancouver)
- Allied Specialists Association (SD 61 Greater Victoria)

## Background on BCPSEA

BCPSEA is the accredited bargaining agent for the province's 60 public boards of education, for unionized teaching and support staff. British Columbia's K-12 public education system is the second largest sector in the broader B.C. public sector. Employees in this sector are categorized into four employee groups: teachers, support staff, exempt administration, and professional staff. All of whom are supported through BCPSEA's work.

## Contact

### Media contact:

For all media inquiries related to K-12 public education collective bargaining, please contact:

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### Website:

For updates related to collective bargaining in the K-12 public education sector visit:

Teacher collective bargaining: <https://bcpsea.bc.ca/teachers/teacher-collective-bargaining/>

Support staff collective bargaining: <https://bcpsea.bc.ca/support-staff/support-staff-support-staff-collective-bargaining/>