



# Bargaining Communications

**CAFA 2018 03 09**



The Alberta  
Teachers' Association



[www.teachers.ab.ca](http://www.teachers.ab.ca)

PD-128b 2017-11

# 3 types of communications

- Issues
  - What is it?
  - Why are we bargaining it?
- Process
  - Bargaining
- Get Involved (members)

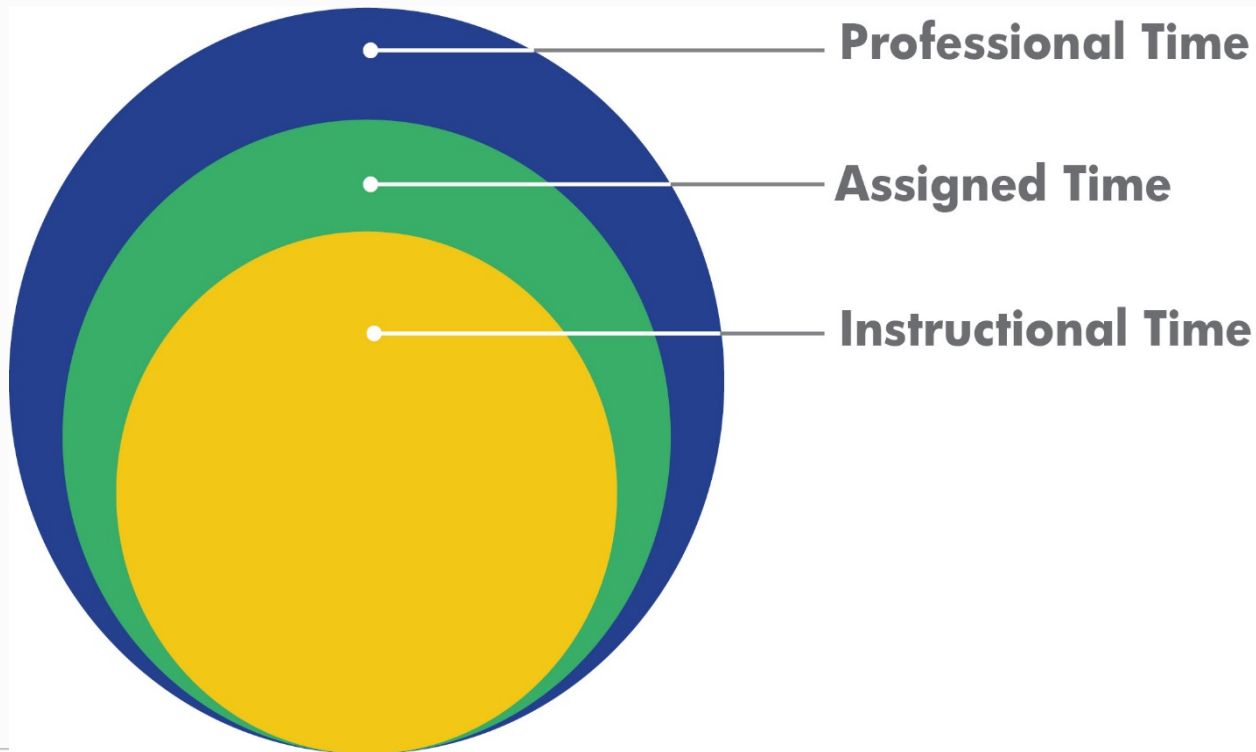
# Communications Plan

## Stage 2D: Memorandum of Agreement

<u>Audience</u>	<u>Message</u>	<u>Medium</u>	<u>Timeline</u>	<u>Responsibility</u>
<b>EPCs</b>	Contents of agreement Bargaining Unit specific impacts Process education: <ul style="list-style-type: none"> <li>• Ratification</li> <li>• Future procedures (Labour Relations Code)</li> <li>• Local bargaining process and goals</li> </ul>	Memo Webcast Telephone Townhall Follow-up with EPCs Regional Meetings	TBD: 2017 02 – 03	CTBC TWSOs SLJ/JHT
<b>Association Leaders</b>	Contents of agreement Bargaining Unit specific impacts Process education: <ul style="list-style-type: none"> <li>• Ratification</li> <li>• Future procedures (Labour Relations Code)</li> <li>• Local bargaining process and goals</li> </ul>	Members Only website Members Update – for all members Memo Webcast Telephone Townhall Regional Meetings	TBD: 2017 02 – 03	CTBC HMR/JHT/SM
<b>General Members</b>	Contents of agreement -specific terms -highlights -supporting documents -BU specific impacts Process education:	Website Campaign Box Website feature link to Members' Only Members' Only website Members' Update SR Digest	TBD: 2017 02 – 03	CTBC SLJ/JHT/SM cgh/bjs/kld/leh

<b>Contents of agreement</b> -specific terms -highlights -supporting documents -BU specific impacts <b>Process education:</b> <ul style="list-style-type: none"> <li>• Ratification</li> <li>• Future procedures (Labour Relations Code)</li> <li>• Local bargaining process and goals</li> </ul>	<b>Website Campaign Box</b> <b>Website feature link to Members' Only</b> <b>Members' Only website</b> <b>Members' Update</b> <b>SR Digest</b> <b>Facebook/Twitter push to website</b> <b>iPhone App Push</b> <b>ATA News</b> <b>President's letter</b> <b>President's video message</b> <b>Regional Meetings</b>	<b>TBD:</b> <b>2017 02 – 03</b>	<b>CTBC</b> <b>SLJ/JHT/SM</b> <b>cgh/bjs/kld/leh</b>
<b>Announcement</b> <b>Terms of Agreement</b> <b>Highlights</b>	TBD – possibly in conjunction with TEBA	<b>TBD:</b> <b>2017 02 – 03</b>	<b>CTBC</b> <b>JHT/SM/leh</b>

# Three Types of Time

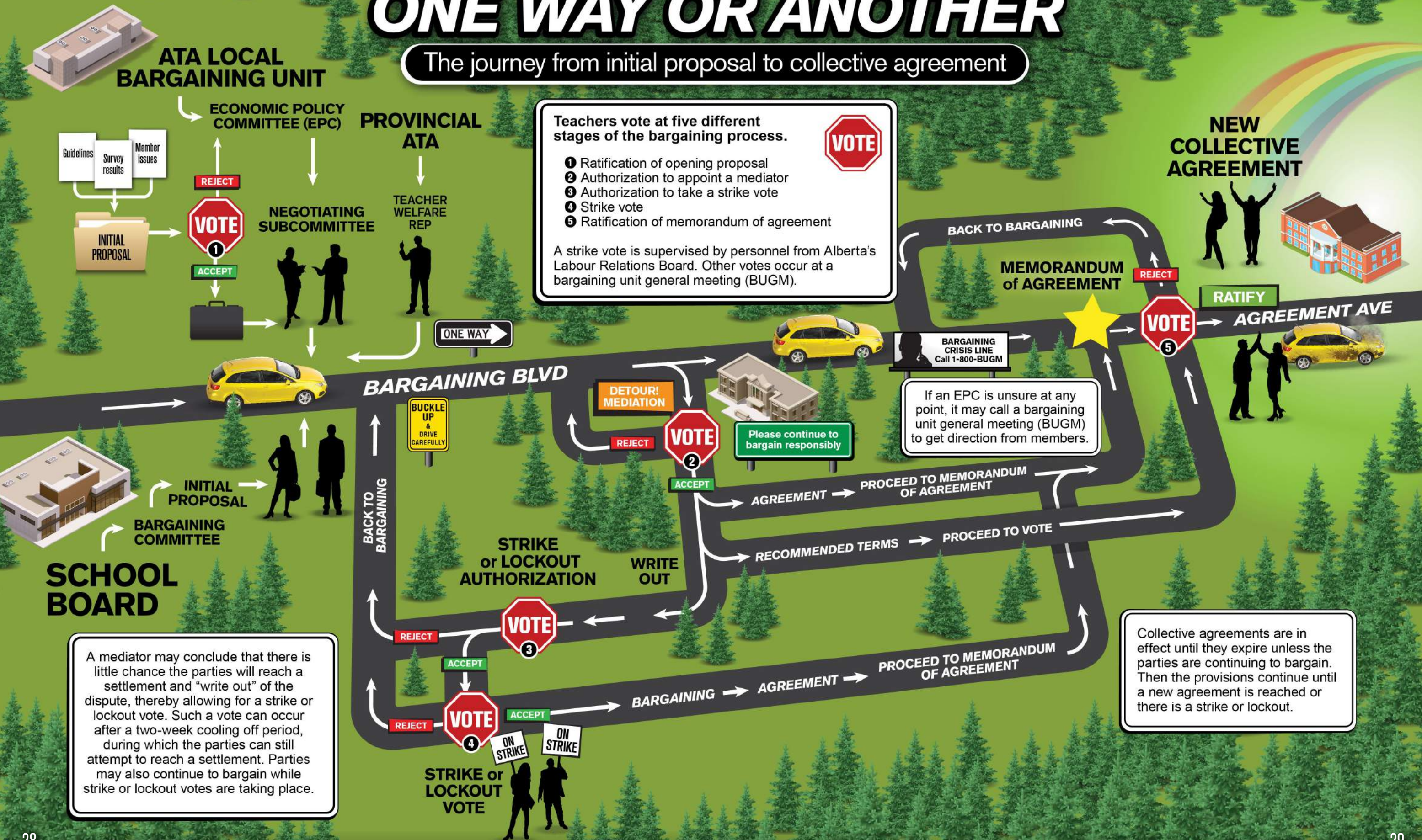


# Examples



# ONE WAY OR ANOTHER

The journey from initial proposal to collective agreement



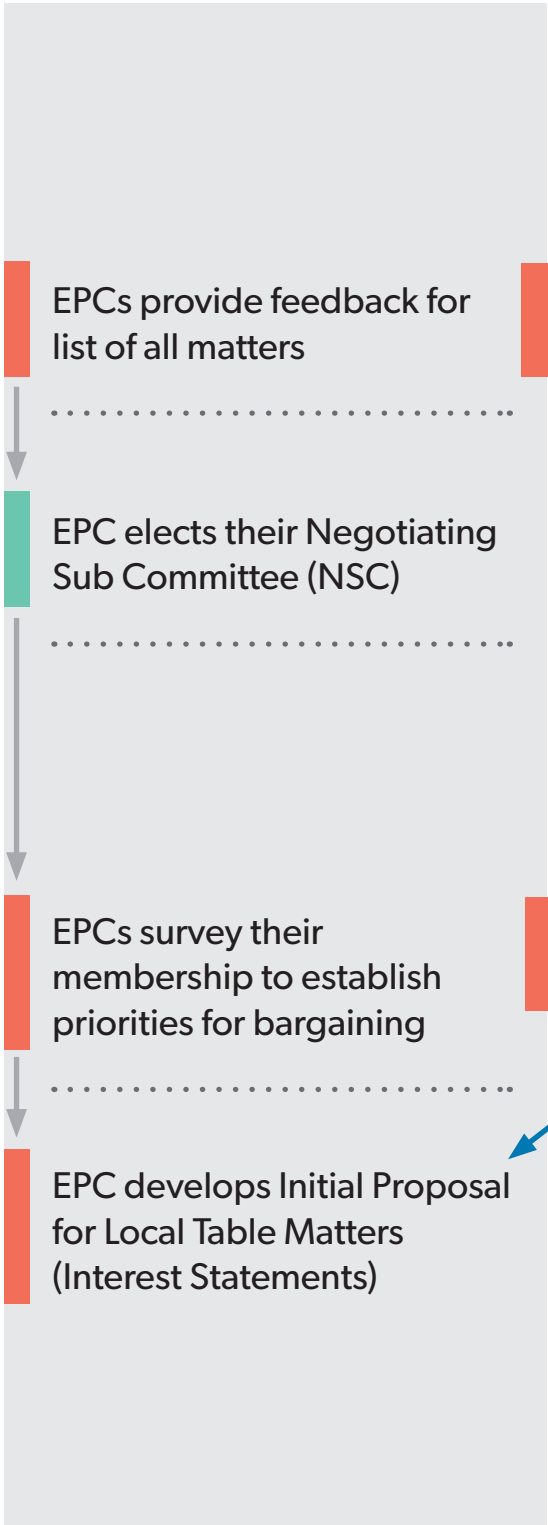


Teachers Elect

EPC

PEC

Teacher Welfare staff assists



EPC provides input

Stage 1

What topics are bargained and at what table

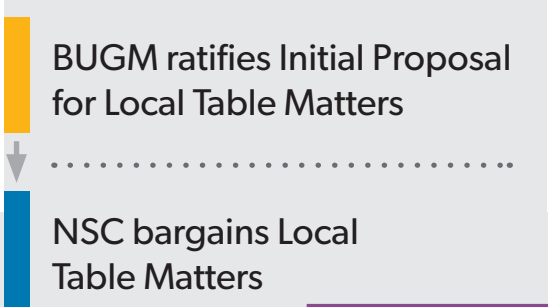
EPC provides input

Stage 2

Central Table Bargaining

Memorandum of Agreement

All Teachers vote electronically on Central Table Memorandum of Agreement  
50 per cent + 1



Stage 3

Local Table Bargaining

Ratified Memorandum of Agreement Central Table

Memorandum of Agreement

BUGM ratifies Local Table Memorandum of Agreement 50 per cent + 1

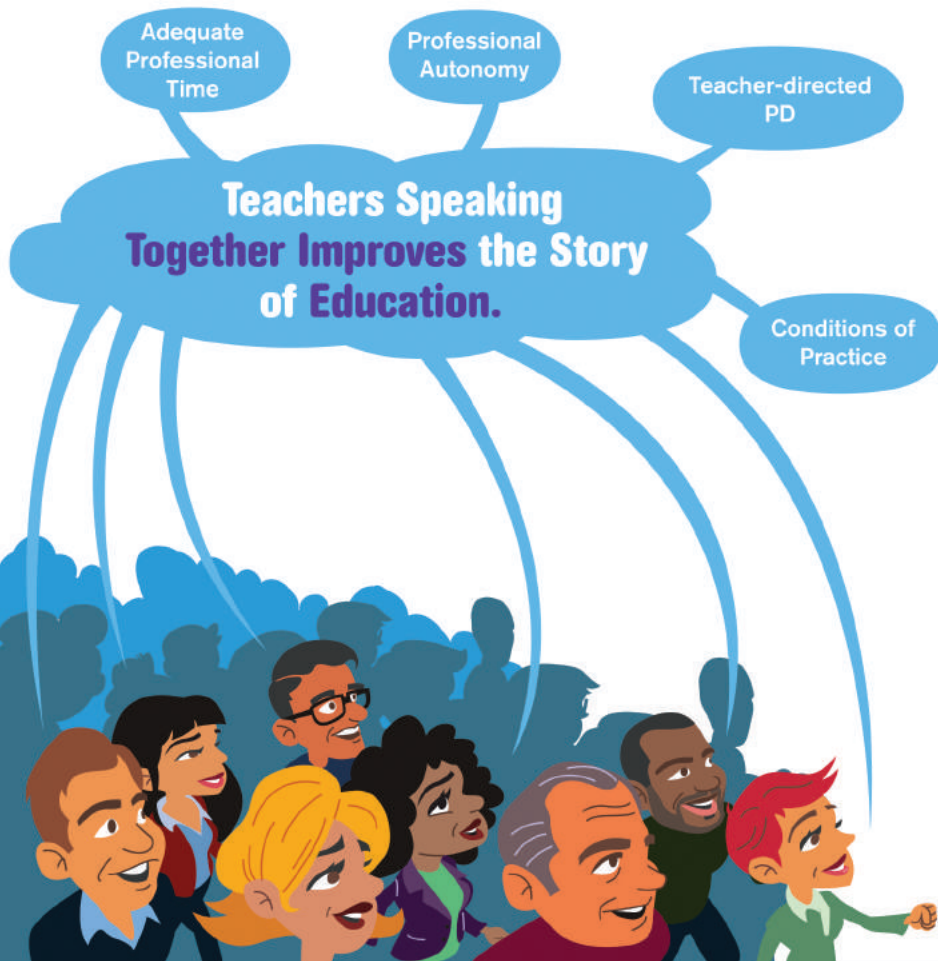
Ratified Memorandum of Agreement Local Table

Collective Bargaining Agreement in each Bargaining Unit





# 8 ways to stay informed about bargaining



# 8 ways to stay informed about bargaining

1. Obtain a login at [teachers.ab.ca](http://teachers.ab.ca).
2. Update your online member profile.
3. Sign up for e-mail updates: [bit.ly/membersupdate](http://bit.ly/membersupdate).
4. Read the *ATA News*.
5. Download the ATA iPhone app.
6. Follow us on Twitter, @albertateachers.
7. Like us on Facebook: [facebook.com/ABteachers](http://facebook.com/ABteachers).
8. Read the winter 2015 *ATA Magazine*.



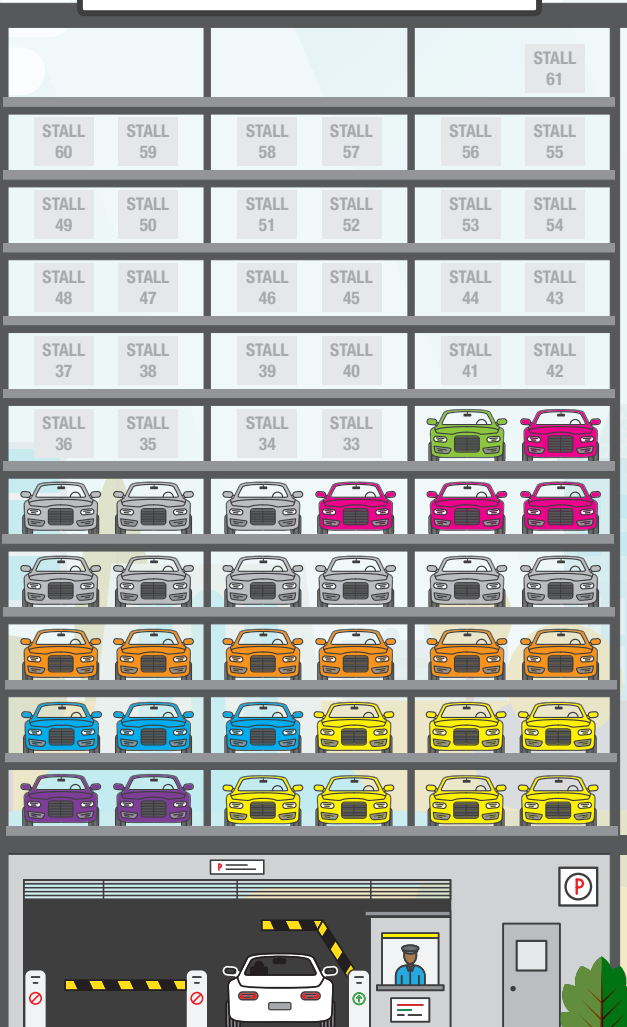
The Alberta Teachers' Association

# BARGAINING UPDATE

NUMBER OF AGREEMENTS

32/61

## MEMORANDUM PARKING



## BARGAINING UNITS WITH AGREEMENTS

### SEPTEMBER 2017

- Northland School Division No 61
- Edmonton School District No 7

### OCTOBER 2017

- Elk Island Public Schools Regional Division No 14
- Lethbridge School District No 51
- Black Gold Regional Division No 18
- Aspen View Public School Division No 78
- St Albert Public School Division No 5565
- Battle River Regional Division No 31
- Wolf Creek School Division No 72

### NOVEMBER 2017

- Peace River School Division No 10
- Grande Yellowhead Public School Division No 77
- Fort McMurray Roman Catholic Separate School District No 32

### DECEMBER 2017

- Grande Prairie Public School District No 2357
- Holy Spirit Roman Catholic Separate Regional Division No 4
- Buffalo Trail Public School Regional Division No 28
- Living Waters Catholic Regional Division No 42
- Red Deer Public School District No 104
- Fort McMurray Public School District No 2833

### JANUARY 2018

- Calgary Roman Catholic Separate School District No 1
- Golden Hills School Division No 75
- Northern Lights School Division No 69
- CS Nord-Ouest No 1
- Elk Island Catholic Separate Regional Division No 41
- Chinook's Edge School Division No 73
- Parkland School Division No 70
- St Thomas Aquinas Roman Catholic Separate Regional Division No 38
- Wild Rose School Division No 66

### FEBRUARY 2018

- Pembina Hills Regional Division No 7
- Calgary School District No 19
- Grasslands Regional Division No 6
- Holy Family Catholic Regional Division No 37

### MARCH 2018

- Westwind School Division No 74


AGREEMENT AVE

# Bargaining basics

All teachers employed by public, separate and francophone school jurisdictions in Alberta are covered by collective agreements. Legally, the Alberta Teachers' Association is the bargaining agent for these teachers. The process for negotiating new collective agreements for these teachers is set out in the *Public Education Collective Bargaining Act* (PECBA), passed by the NDP government in December 2015. As prescribed by PECBA, bargaining takes place in three stages.

## Bargaining — a three stage process

1 LIST BARGAINING	2 CENTRAL TABLE BARGAINING	3 LOCAL BARGAINING
Negotiation on the assignment of matters to central and local bargaining	Negotiation on matters assigned to central bargaining	Negotiation on matters assigned to local bargaining
<b>RESULTS IN TWO LISTS</b>	<b>RESULTS IN A CENTRAL TABLE AGREEMENT</b>	<b>RESULTS IN A LOCAL AGREEMENT</b>
<ol style="list-style-type: none"><li>Matters to be bargained centrally</li><li>Matters to be bargained locally</li></ol> <p><i>Matters to be negotiated come from teachers in the field and the Teachers' Employer Bargaining Association.</i></p>	<ul style="list-style-type: none"><li>The Central Table Agreement applies to all teachers represented by the ATA</li><li>It requires provincewide ratification from teachers and TEBA members</li><li>It is incorporated into all 61 local agreements</li></ul>	<ul style="list-style-type: none"><li>Requires ratification by local members and school board(s)</li></ul>
<b>PARTICIPANTS</b> <ul style="list-style-type: none"><li>ATA's Central Table Bargaining Committee</li><li>Teachers' Employer Bargaining Association (TEBA)</li></ul>	<b>PARTICIPANTS</b> <ul style="list-style-type: none"><li>ATA's Central Table Bargaining Committee</li><li>Teachers' Employer Bargaining Association (TEBA)</li></ul>	<b>PARTICIPANTS</b> <ul style="list-style-type: none"><li>Local bargaining units</li><li>Individual school boards</li></ul>



As bargaining proceeds, the ATA shares information and gathers feedback from members through a variety of methods, including Member Information Meetings (MIMs), Members' Update emails and webcasts.

## Who has a seat at the table?

WHO SITS AT THE CENTRAL TABLE?	WHO SITS AT THE LOCAL TABLES?
<p><b>Central Table Bargaining Committee</b></p> <p>The ATA's Central Table Bargaining Committee is comprised of five members of Provincial Executive Council, the executive secretary (or designate) and the co-ordinator of the Teacher Welfare program area.</p> <p><b>Teachers' Employer Bargaining Association</b></p> <p>The Teachers' Employer Bargaining Association (TEBA) includes representatives of government and school boards.</p>	<p><b>Teacher Welfare Committee</b></p> <p>Each local Teacher Welfare Committee (formerly Economic Policy Committee) has a Negotiating Subcommittee to represent teachers at the local table, along with an executive staff officer assigned by the ATA to act as Representative of the Bargaining Agent.</p> <p><b>School Board Negotiation Committee</b></p> <p>School boards appoint their own negotiation committees.</p>

## Where are we now?

1 LIST BARGAINING	2 CENTRAL TABLE BARGAINING	3 LOCAL BARGAINING
<b>Negotiations 2016 – 2018</b>		
<ul style="list-style-type: none"><li>Central table bargaining produced an agreement that covers the period from September 2016 to August 2018.</li><li>Local bargaining has produced agreements in some jurisdictions and is continuing in others.</li></ul>		
1 LIST BARGAINING SET TO BEGIN IN MARCH	2 CENTRAL TABLE BARGAINING	3 LOCAL BARGAINING
<b>Negotiations Post – 2018</b>		
<ul style="list-style-type: none"><li>Preparation is underway for the next round. List bargaining is set to begin in March.</li></ul>		

Visit [www.teachers.ab.ca](http://www.teachers.ab.ca) regularly for updates. Collective bargaining updates are available in the Members Only section, so update your online account to gain access.