



The Alberta
Teachers' Association

Government At the Bargaining Table: Teachers' Experience

2018 03 09

Learn from the past. Inspire the future.



Local Bargaining Prior to 2015

- The Association held the bargaining authority through certificate or voluntary recognition
- Delegated (through bylaw and administrative guidelines) to bargaining unit committees
- Economic Policy Committees (Now Teacher Welfare Committees)



Teachers Were Frustrated 1995–2002

- School boards' loss of taxation and government as sole funder of education
- Government acting through grant rates
- Losses in compensation and conditions of practice followed by limited gains
- Two-front battle
- Strikes in 2002
 - Half of school jurisdictions
 - Two-thirds of teachers



Annual Representative Assembly 2002

5.A.51 The Alberta Teachers' Association supports a collective bargaining framework for its members wherein

1. matters acceptable to the Association are negotiated at a central table between the Association representing its members and the Government of Alberta as financier of public education,
2. matters acceptable to the Association are negotiated in separate collective agreements between the Association and each employing school jurisdiction,
3. provisions governing teacher employment contained within the *School Act* are retained in that Act and
4. provisions of the *Labour Relations Code* and the *Employment Standards Code* continue to apply to teachers. [2002/05/10/11]



Government Was Frustrated 2002-2015

- Funder, but not at the table
- No ability to make deals with the Association
- 2007 Unfunded Pension Liability Agreement
 - Government links pension and salary
- 2012 Breakdown of local bargaining and the *Assurance for Students Act*
 - Government gives direction to school boards



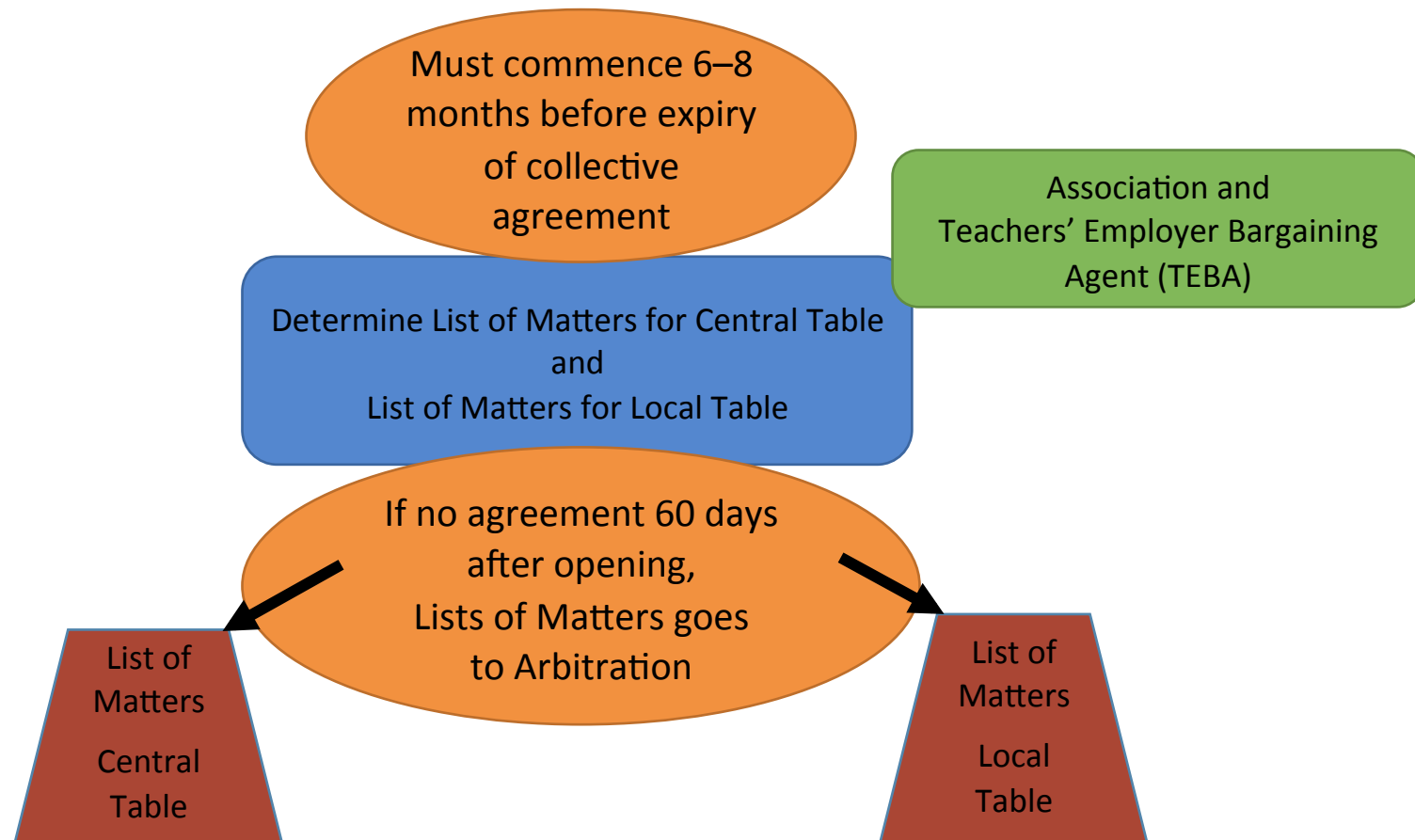
Public Education Collective Bargaining Act (PECBA)

- November 2015
- After minimal consultation and less notice
- Two-tier bargaining model
- Negotiation of what matters are central and local
- Distinct timelines for central and local negotiations
- Bill was in works under Conservatives and received all party support



The Two Employers

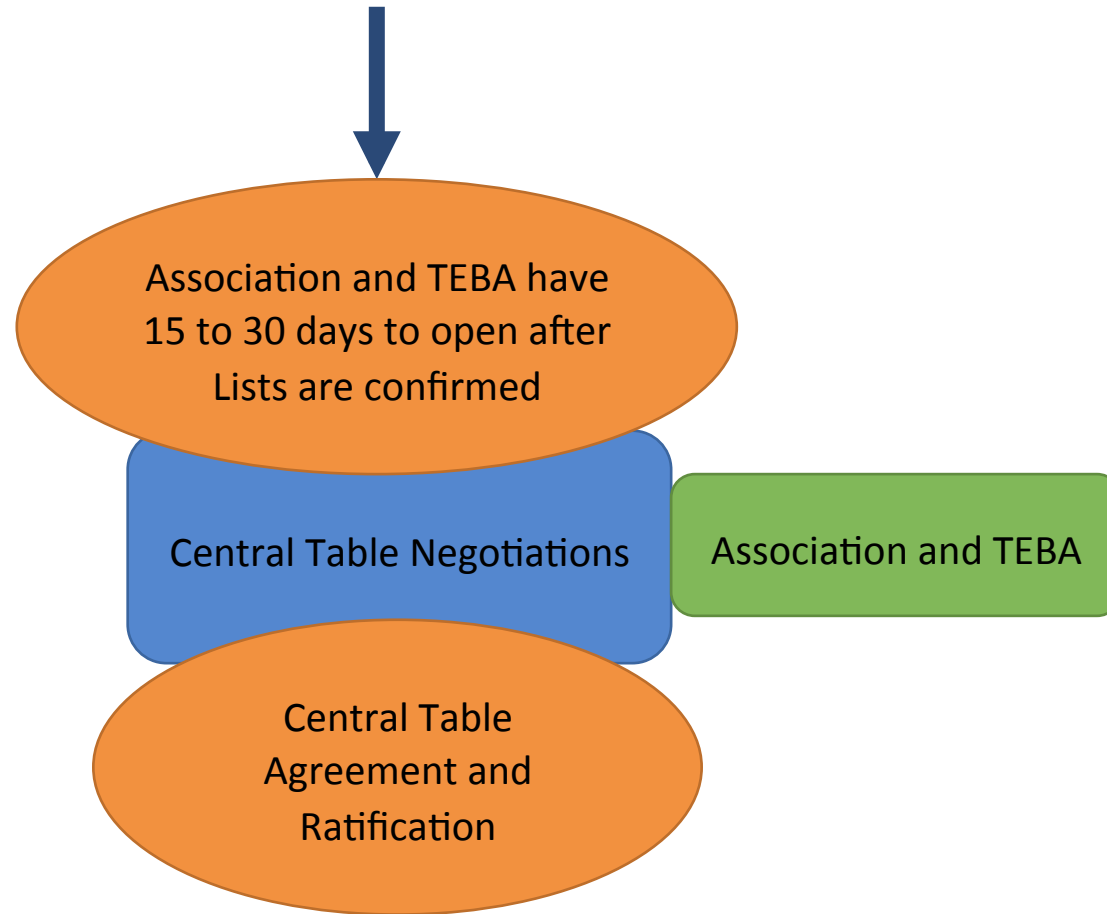
- Teachers' Employer Bargaining Association (TEBA) provincial wide employers' organization run by a board to which the Minister may appoint members
 - Currently eight government, six school board
- Ratification of a memorandum of agreement by 61 school board trustees weighted vote

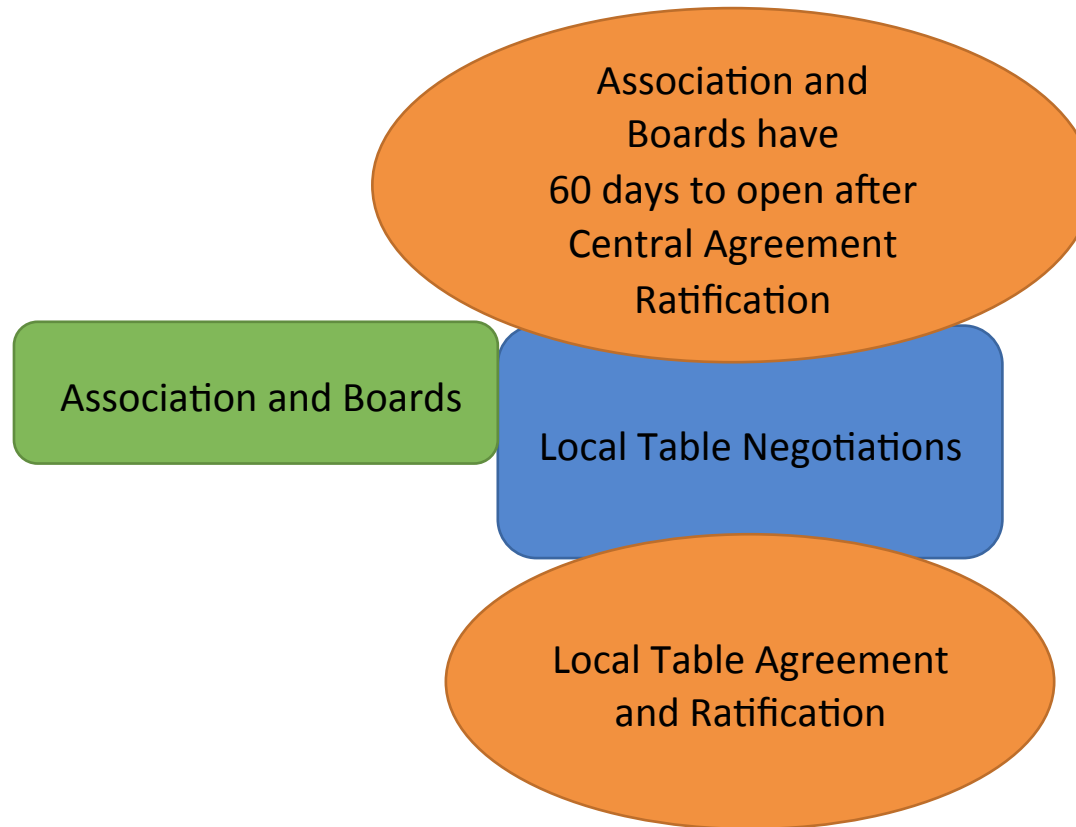




(9) Criteria for determining central and local matters

- (1) For the purposes of determining whether a matter is a central matter or a local matter, a matter is a central matter if either of the following applies:*
- (a) the matter could result in a reasonably significant impact on expenditures for one or more employers;*
 - (b) the matter involves issues common to most of the parties to the collective agreements that can be addressed in central bargaining more appropriately than in local bargaining.*
- (2) If neither subsection (1)(a) nor (b) applies, the matter is a local matter.*







Future Considerations

- Minister “may” appoint
- New comparator groups
 - other Alberta unions and teachers in other provinces
- One big bargaining unit