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Bi-Level Bargaining

Purpose

- To provide a brief overview of the bi-level bargaining process as experienced by teachers in Saskatchewan
 - History
 - Legislative Authority
 - Process
 - Established Practice

History in Saskatchewan

- Implemented in 1973 as a bargaining process for teachers and their employers
- Bi-level bargaining for teachers is unique to Saskatchewan
- Recognizes the needs of teachers and their employers at the provincial and the local levels

Legislative Authority

- Process outlined in *The Education Act, 1995* (Sections 234 – 269)
- Federation – Association – Government at the provincial level
- Teachers employed by the school division and representatives from the board of education at the local level

Mandatory Items

- **Provincial Level:**

- Salaries of teachers
- Allowances for principals and vice-principals
- Superannuation (Pensions)
- Group life insurance
- Criteria respecting the designation of persons as not being a teacher
- Duration of agreement
- Sick leave

Mandatory Items

- **Local Level**

- Sabbatical leave
- Educational leave
- Salaries for substitute teachers
- Duration of the local agreement
- Pay periods for teachers
- Special allowances

Additional Items

- The parties are authorized to bargain the mandatory items as set out in *The Education Act, 1995* as well as any additional items agreed to by the parties **provided they are not on the mandatory lists.**

Dispute Resolution Processes

- The Educational Relations Board is a legislated board with specific duties outlined in sections 241 -242 of *The Education Act, 1995*.
- The ERB oversees teacher collective bargaining processes and is responsible for establishing mediation, conciliation or arbitration boards during negotiations.

Ratification Process

- *The Education Act, 1995* gives the respective bargaining committees the exclusive authority to bargain on behalf of teachers.
- Ratification processes are determined by the Saskatchewan Teachers' Federation for the provincial process and by the local bargaining committee for the local process
 - Long standing practice has been a vote by secret ballot involving every member eligible to vote

Membership Involvement in Process

- High level of membership involvement in the process
- Teacher collective bargaining has been described as an ongoing process that is punctuated from time to time by an agreement

Engagement in the Process

- Bargaining process at the provincial and the local levels are carried out according to the values of the profession as described in the Codes of Ethics, Competence and Collective Interests
- Interest focused bargaining supported by current data, research and sound educational practice.

