

May 21, 2014

BC Teachers' Federation
c/o Jim Iker, President
100 - 550 West 6th Avenue
Vancouver, BC V5Z 4P2

Dear Mr. Iker:

The following is the response of BCPSEA to (a) the union's "stage 1" strike activities which began on April 23, 2014; (b) the union's decision to begin "stage 2" rotating strikes on May 26, 2014; and (c) the union's continued effort to seek increases in total compensation that are far above the pattern of other settlements. It will be clear from our letter that BCPSEA's action to reduce wages is based on the principle of reduced pay for reduced work.

After more than a year of negotiations, the BCTF tabled a full monetary position. Since tabling, some changes have been made but BCTF has refused to compromise on the position that any BCTF settlement must be far higher than the settlement of any other BC public sector union.

The BCTF seeks \$646 million for salary and benefit increases – 21.5% in total compensation increases over 4 years. This is almost 4 *times* the rate of increase in the current settlements of other major public sector unions. On top of this, BCTF wants to restore class size and composition formulae that are enormously expensive – in the order of \$2 *billion* annually by year 4 – despite the fact that educational outcomes have significantly improved since the formulae was removed. The BCTF claims publicly that many of BCPSEA's facts and figures are wrong. But when BCPSEA seeks to revive the parties' data working group, to address these very issues (with potential third party validation), you refuse.

Last week BCPSEA made a significant move on the term of the agreement and offered a signing bonus. To date BCTF has given no indication it will be making a significant change in its position which would be expected in collective bargaining and is very disappointing.

BCPSEA wants to achieve a negotiated settlement before the end of this school year in order to provide stability for students, parents and teachers. BCPSEA still believes this is possible if BCTF begins to respond to the significant BCPSEA changes to its position.

Contrary to your comments, BCPSEA is responding reluctantly but given BCTF's position BCPSEA has no option.

Salary and Work Reduction

Effective May 26, 2014, and continuing until further notice, your members will be locked out as described in this letter. As a consequence of this action, salaries will be reduced by 5.0% for all employees in the BCTF bargaining unit who are scheduled to work, beginning on May 26. If the union moves to its stage 2 activities, the reduction will be 10.0% instead of 5.0%, effective the first day that the walkout affects any school.

As set out below, we are suspending the performance of specified duties and reducing the hours of work of your members, which provides the basis for this reduction in salary.

This reduction is, in part, a reflection of work not performed by members of the bargaining unit in accordance with the union's "stage 1" strike. Specifically, this includes their refusal to participate in most meetings with administrators; to provide or receive from administrators any routine printed, written or electronic communication; and to provide usual supervision (other than supervision required by the essential services order). By this letter, employees are directed not to substitute any other work for their refusal to perform these and other tasks ordinarily required of them in non-struck circumstances, regardless of where or when these substitute tasks are performed.

Moreover, bargaining unit employees are directed not to work during recess or lunch hours, except as specifically required by the essential services order. They are also directed not to attend their workplace earlier than 45 minutes before the commencement of their instructional time or later than 45 minutes after the end of their instructional time, unless there is an urgent student safety issue or in accordance with a specific requirement under the essential services order.

The performance of the following work will also be suspended until further notice:

- Evaluating educational programs per School Regulation Section 4.1.(g)
- Attending department, grade level, staff committee, class organization, school organization, collaborative and/or professional learning community meetings; and
- Attending professional development activities and/or in-service (other than as scheduled on a non-instructional day).

For greater clarity: in all cases, bargaining unit employees are directed not to substitute other work in place of any and all of the above-identified duties, regardless of where or when these substitute tasks are performed.

Secondary School Lockout: June 25 and 26

A lockout shall be in effect for June 25 and 26, 2014 with respect to all employees in the BCTF bargaining unit who are scheduled to work at any school(s) which register students in any of grades 8 to 12 and do not register students in kindergarten or any of grades 1 to 7.

The lockout of secondary school teachers will include those assigned to:

- All secondary schools (those with any combination of grades 8-12 but not including Kindergarten or grades 1-7)
- Junior secondary schools and/ or 'upper' Middle schools (those with any combination of grades 8-12 but not including Kindergarten or grades 1-7)
- Alternate schools with any combination of grades 8-12 (but not including Kindergarten or grades 1-7); and
- Non-enrolling teachers and/or associated professionals normally assigned to a secondary school work site (including those with district based work) on any of the days of the lockout.

The lockout will not include those teachers assigned to:

- Elementary schools
- Middle schools that include grades 7 or below
- Any multi-grade schools that include Kindergarten and/or grades 1-7
- Distributed Learning schools that include Kindergarten and/or grades 1-7
- Alternate schools that include Kindergarten and/or grades 1-7
- Non-school district work sites (e.g. resource centers); and
- Non-enrolling or associated professionals who are assigned to district facilities (non-school facilities).

General Lockout on June 27

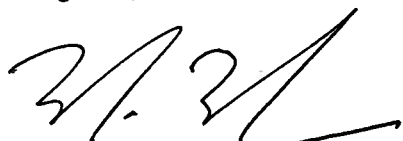
This confirms our previous notice that all members of the BCTF bargaining unit will be locked out on June 27.

Effect of Ratified Agreement

This confirms that the lockouts on June 25 and 26, and on June 27, will not take effect if an agreement is reached and ratified before the scheduled dates of the lockouts. This also confirms that a settlement bonus of \$1,200 per bargaining unit FTE will take effect if an agreement is reached and ratified by the end of June.

On behalf of BCPSEA.

Regards,

A handwritten signature in black ink, appearing to read 'M. Marchbank', with a stylized flourish at the end.

Michael Marchbank
BCPSEA Public Administrator

c: Mark Brown, Facilitator
Peter Cameron, Chief Negotiator
Mike Roberts, Interim CEO, BCPSEA