

## OUR SIDE OF THE TABLE #4

May 9th&10th 2019

From: The Vernon Teachers' Association Negotiating Team

At the table for these meetings were:

VTA: Barry Dorval, Lisa LaBoucane (spokespersons and lead negotiators), Cori Huizer, Robyn Ladner

Management: Tammy Sowinski (spokesperson and lead negotiator from BCPSEA), Malcolm Reid, Sterling Olsen

The union and the employer met for two (2) full days of bargaining this week. It is evident that a constructive relationship is beginning and this has been very useful for moving forward. We are confident in saying that progress is being made.

Both sides canvassed their proposals, intentions, and positions regarding Professional Development committee language, Transfers and Assignments, Post and Fill, and Layoff and Recall.

The employer presented a proposal on PD committee language. The union clarified our view of the culture of professional development in our district, how the committees work at the school and district level, and what professional development is and is not. We will come back to this at a subsequent meeting.

The rest of the two days was spent on Transfers and Assignments, Post and Fill, and Layoff and Recall. We made progress with Transfers and Assignments that will see real improvement and additional options for teachers. An agreement in principle was reached on this article.

Post and Fill/ Layoff and Recall was also discussed at length. Both the union and the employer agree that this language needs work and each side laid out their goals in this area. Both sides strongly agree that we need clarity on definitions for words like "appointment", 'position', 'assignment', 'vacancy' and some other words commonly used when discussing this process. Most of Friday afternoon was spent constructively looking at these definitions together to create common understanding. It was a very good use of time and will be helpful as we move through solving problems with this language. Related to that, a significant shift happened in our ability to bargain and handle problem areas in our continuing contract language. The union and the employer got word from the provincial table that we are able to look at this part of the Collective Agreement to solve some ongoing issues. This article hasn't been part of the scope of local bargaining for decades and this goes a long way to fixing some issues that both sides have been struggling with for a while.

Looking forward, we'll be focussing a lot of time and effort on Post and Fill, Transfers and Assignments, Layoff and Recall, and Continuing Contract language for upcoming negotiations. Your voice and input matters at the local table. It helps us to develop rationale for our proposals, decide what areas we can 'move' on ,and where we have a mandate to hold our position. A survey has been sent out to members and we need your guidance. Watch for further surveys as the bargaining committee seeks your input.

The bargaining committee will be meeting on May 14th and we are back at the table on May 16th.

In solidarity,

VTA Negotiating Team