



Local Negotiations 2011/12 Preparatory Questions for Consultation Meetings

This is not a vote, but simply a primer on Local Negotiations to prepare you for the Local Negotiations Consultation meetings. We also have a few questions for you. There will be one consultation meeting in each of the three ETSB geographic sectors. They are as follows:

- 1) West Sector; MVHS and its feeder schools on Monday Jan. 30, at 4:00 p.m. in the video room.
- 2) North Sector; RRHS and its feeder schools at St Francis Elementary on Tuesday Jan. 31 in the staff room at 4:00 p.m.
- 3) East Sector; AGRHS and its feeder schools on Wednesday Feb 01 in the M. Knapp Bldg Boardroom located at 257 Queen Street in Lennoxville at 4:00 p.m. (old ETSB School Board office)

Your ATA Local Negotiations Committee has met several times to go over the Local Agreement text. We have identified several areas of concerns and topics that we feel need addressing in order to benefit or better protect all members. The consultation meetings form part of a democratic process that is intended to give the membership a voice in the negotiations and to help the ATA negotiations team have a clearer focus as they prepare for the upcoming round of Local Negotiations.

First Some Background for the uninitiated:

After the signing of the provincial agreement, local unions get very busy preparing and then negotiating their perspective Local Agreements.

You can find the ATA/ETSB 2005 2010 Local Agreement at

www.ataunion.org Click on the Documents tab and choose Local Agreement 2005/10 in the drop down menu.

Local Arrangement and Local Negotiation Clause

The Local Agreement is made up of two types of clauses; one is the **Local Arrangement** and the others are known as **local negotiation clauses**. What is a Local Arrangement and what is a Local Negotiation Clause? Basically, a Local Arrangement is an opportunity given to the local parties (Board and Union) to modify something that is already determined by the provincial agreement. These Local

Arrangements normally end with each new provincial agreement. Local Negotiation clauses, on the other hand, technically last forever, unless both parties agree to reopen them and renegotiate the clause.

When reading our Local Agreement, you can easily identify the Local Arrangement clauses as they are identified as such by the words Local Arrangement in a text box on the upper right hand side of the title of the clause. Two examples of Local Arrangements are the Special Leave Days that make up clause 5-14.02 and clause 8-5.01 Beginning and end of school year.

During its preparatory work, the ATA Local Negotiations Committee identified issues in the following areas:

- 1) Basic Housekeeping: There are many places where wording will have to be brought up to date and the numbering of clauses will need to be corrected to reflect proper correlation with the provincial text.
- 2) New mandates added to some committees: for example, the role of School Council at the school level in deciding the portioning of the Value Added moneys from Appendix XXVI of the Provincial text, and the addition of a CSST committee
- 3) Workload: including issues surrounding Work of a Personal Nature (the 5 hours of presence outside the 27 hours). **What might you wish to see as improvement in the workload and Work of a Personal Nature?**
- 4) With the signing of the 2010/15 Provincial Agreement, we were forced to renegotiate our Priority of employment list and recall list clauses before Dec. 31st 2011. They used to be Local Arrangements, but have now become local negotiations clauses.
- 5) Under clause 5-14.02, in addition to what already exists in the Provincial text, we have an extra 8 Special Leave Days. **Are there any areas in this particular clause that you believe could be improved to benefit all teachers?** If so, what might those improvements be?
- 6) Calendar and the differentiation of Professional Improvement Days versus Planning Days. **How might you consider improving the current situation?**

This consultation is your opportunity to become involved in the negotiations process. We look forward to meeting with you and hearing your points of view!