

Bargaining our collective agreement

A primer for BC education workers

Most school support staff in BC belong to a local union. School districts have at least one local union, sometimes more (e.g. one local for inside workers, one for outside workers). Most of these local unions are a part of the **Canadian Union of Public Employees – CUPE**.

The local unions are the official bargaining agents for its members. For school districts the bargaining agent is the **BC Public School Employers' Association (BCPSEA)**, but they usually delegate bargaining to individual school districts.

Local bargaining

The PFA is the groundwork for local agreements. Your local union bargains with the school district on behalf of BCPSEA.

Your local bargaining committee uses the PFA, and the proposals approved by the local membership, to bargain for the rest of your collective agreement. The PFA is included as an appendix, along with wage increases.

The complete local collective agreement (that includes the PFA) is then **brought to local members for final approval with a ratification vote**.

Provincial Framework Agreement

Before local unions bargain their collective agreements, they work together to negotiate a Provincial Framework Agreement (PFA) with BCPSEA.

The PFA sets our wage increases and the length (or term) of the agreement, and some other province-wide matters.

The PFA also allocates money to local unions and school districts to use to fund improvements to their local agreements.

Provincial bargaining

K-12 local presidents - **the K-12 Presidents Council** - elect a provincial bargaining committee, with representatives from every region in BC. This is the committee that bargains with BCSPEA.

Once they have reached tentative agreement for a new PFA, the entire K-12 Presidents Council votes on endorsing it to local union bargaining committees.

CUPE K-12 Presidents Council

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