

Bargaining basics

All teachers employed by public, separate and francophone school jurisdictions in Alberta are covered by collective agreements. (This includes teachers with administrative designations.) The Alberta Teachers' Association is the bargaining agent for these teachers. The process for negotiating new collective agreements for these teachers is set out in the *Public Education Collective Bargaining Act (PECBA)*, passed in December 2015. As prescribed by PECBA, bargaining takes place in three stages.

Bargaining — a three-stage process

1 LIST BARGAINING

Negotiation on the assignment of matters to central and local bargaining

RESULTS IN TWO LISTS

1. Matters to be bargained centrally
2. Matters to be bargained locally

Matters to be negotiated come from teachers through the ATA and from the boards through the Teachers' Employer Bargaining Association.

PARTICIPANTS

- ATA's Central Table Bargaining Committee (CTBC)
- Teachers' Employer Bargaining Association (TEBA)

2 CENTRAL TABLE BARGAINING

Negotiation on matters assigned to central bargaining

RESULTS IN A CENTRAL TABLE AGREEMENT

- Is incorporated into all 61 local collective agreements
- Requires provincewide ratification from teachers and TEBA members

PARTICIPANTS

- CTBC
- TEBA

3 LOCAL BARGAINING

Negotiation on matters assigned to local bargaining

RESULTS IN A LOCAL AGREEMENT

- Requires ratification by bargaining unit and school board(s)

PARTICIPANTS

- ATA on behalf of individual bargaining units
- Individual school boards



As bargaining proceeds, the ATA shares information and gathers feedback from members through a variety of methods, including telephone town halls, the Bargainers' Blog and webcasts.

Who has a seat at the table?

WHO SITS AT THE CENTRAL TABLE?

Central Table Bargaining Committee

The ATA's CTBC comprises five members of Provincial Executive Council, the executive secretary (or designate) and the coordinator of the Teacher Welfare program area.

Teachers' Employer Bargaining Association

TEBA includes representatives of government and school boards.

WHO SITS AT THE LOCAL TABLES?

Teacher Welfare Committee

Each local teacher welfare committee (formerly economic policy committee) has a negotiating subcommittee to represent teachers at the local table, along with an executive staff officer assigned by the ATA to act as representative of the bargaining agent.

School Board Negotiation Committee

School boards appoint their own negotiation committees.

Where are we now?



2016 NEGOTIATIONS

- Central table bargaining produced an agreement that covers the period from September 2016 to August 2018.
- Local bargaining has produced agreements in approximately two-thirds of the 61 bargaining units and is continuing in the rest.



2018 NEGOTIATIONS

- List bargaining concluded in early May.
- Preparations for central table bargaining are continuing.

Visit www.teachers.ab.ca regularly for updates. Collective bargaining updates are available in the Members Only section, so update your online account to gain access.