



# BARGAINING

*We are ATA*



The Alberta Teachers' Association

## What Does This Mean to Me?

### The Calgary Roman Catholic Separate School Division

The Central Table Bargaining Committee (CTBC) fought off significant attacks from the Teachers' Employer Bargaining Association (TEBA) in these areas:

- Assignable Time Limits—**NO CHANGE**
- Group Health Benefit Premiums—**NO CHANGE**
- Changes to Leave Entitlements—**NO CHANGE**
- Proration of Substitute Teacher Daily Rates—**NO CHANGE**

The report contains two parts—firstly, the items that TEBA and the Alberta Teachers' Association (Association) have agreed to and secondly, those issues on which the mediator is making recommendations.

#### **Mediator's Report Items**

1. **Four-year collective agreement 2020 09 01 to 2024 08 31**
2. **Grid increases as follows (applies to salary, substitute teacher daily rates and allowances):**
  - Upon ratification—0.5%
  - 2022 09 01—1.25%
  - 2023 09 01—2.00%
  - No lump sum, no retroactive pay, no gain sharing formula (AUPE)
3. **Increases substitute teacher daily rates in lieu of benefits—**NEW****  
*Effective 2022 09 01*
  - All daily rates will be increased by 2% in lieu of benefits (includes 6% vacation pay)



The Alberta Teachers' Association

**Increases substitute teacher daily rates as per increases to the grid—CHANGE**

*Effective as per Grid Increases*

Includes 6% vacation pay

- Upon ratification—0.5%
- 2022 09 01—1.25%
- 2023 09 01—2.00%

Current	Change upon Ratification	Change 2022 09 01	Change 2023 09 01
\$222.00	\$223.11	\$230.41	\$235.02

**4. Change to Health Spending Accounts (HSA)—CHANGE Effective 2022 09 01**

- New maximum Health Spending Account amount for all collective agreements
- HSAs above \$900 will decrease to \$900
- Teachers whose HSAs decrease will still have the current allotment of time to use any carryover amounts as per Canada Revenue Agency guidelines
- The Medicine Hat School Division will receive Health/Wellness Spending Account (previously only had HSA)
- Teachers in seven bargaining units will see decreases

Current	Change	Difference
1%	\$900 cap	<p>If 1% of your salary is less than \$900, your HSA/WSA amount will stay the same.</p> <p>If 1% of your salary is greater than \$900, your HSA/WSA amount will be decreased to \$900.</p>

**5. Change to Instructional Time Limit—CHANGE Effective 2022 09 01**

- Percentage of teachers with **no** instructional time protection is 15.3% (The Edmonton School Division)
- Teachers in 50 bargaining units **have** 907/1200. This represents 73% of all teachers
- Teachers in 6 bargaining units have time limits of **less than** 907/1200. This represents 11.6% of all teachers

Current	Change
907	916

6. **Letter of Understanding on Bill 85 (Criminal Record and Vulnerable Sector Checks)—NEW Effective upon Central Ratification**
  - Teachers will be reimbursed for any costs associated with getting an **updated** criminal record and vulnerable sector check
7. **Letter of Understanding on Bill 15 (Discipline)—NEW**
  - The Association and TEBA will reopen negotiations to address any additional fees or costs that may be downloaded to teachers relating to enacting a professional regulatory body (a college)
8. **Remove reference to payment of Alberta Health Care premiums—CHANGE Effective upon Central Ratification**
9. **Remove reference to Vacation/General Holiday for Substitute Teachers —CHANGE Effective 2022 09 01**
  - While this was bargained in the last round, the Government of Alberta changed the legislation the summer following which made the clause null and void
10. **The Northland School Division ONLY: Add in a mediation process for disputes arising out of issues around employer-supplied housing for Northland teachers—NEW Effective upon Local Ratification**
11. **The Edmonton School Division ONLY: Add in one paid personal leave day and remove the fourth at-cost personal leave day. Paid personal leave day cannot be accumulated—CHANGE Effective 2023 09 01**

**Agreed-To Items**

1. **Change to the preamble of all collective agreements to set the expected working relationship for teacher collective bargaining—CHANGE Effective upon Ratification**

2. **Update the Access to Information clause to ensure bargaining teams have the necessary information to have the fullest possible picture of employer finances and data—CHANGE Effective upon Ratification**
  - Administrator Allowances
  
3. **Update the Access to Information clause to require schools to provide the Association with the assignable hours for a typical full-time teacher—CHANGE Effective Upon Ratification**
  
4. **Continuing Designation Path for Assistant/Vice-Principals—NEW Effective 2023 09 01**
  - Mirrors the current path for continuing designation for principals
  - Term contracts for up to five years; two of the terms may be probationary
  - Division must decide within the five years if designation will be continuous
  - If a member’s total length of the assistant or vice-principal contract will be five years or greater by 2023 09 01, the division may extend the temporary contract for an additional year and must decide by 2024 01 01 whether the designation will continue and, if it continues, it is deemed a continuing designation
  
5. **Special consideration for CTS, trade and other education and experience—CHANGE Effective 2022 09 01**
  - Last round, language was introduced to divisions where it did not already exist, but there was no requirement to implement the evaluation
  - Now the “may” has been changed to “shall” and will require those evaluations to be added to the grid
  - This would apply to teachers in 21 bargaining units
  
6. **New grievance procedure that amalgamates both central and local procedures into a singular process. This was previously announced—NEW Effective upon Local Ratification (LOU Bridges from 2022 02 01—Local Ratification)**
  
7. **Change to Association Leave and Secondment—CHANGE Effective 2022 09 01**
  - Add into 13.2 Alberta School Employee Benefit Plan Board of Trustees and the Alberta Teachers’ Retirement Fund Board of Directors

8. **Letter of Understanding on Expedited Arbitration—CHANGE Effective 2022 09 01**
  - A process to allow grievances that meet certain criteria to move quicker through the process
  - A fixed schedule for arbitrations throughout the year
  
9. **Letter of Understanding on Distributed Education—NEW Effective 2022 09 01**
  - Local pilot projects may be created to address the individual needs of distributed education teachers in their bargaining units
  - Central terms may be temporarily modified to implement the pilot project
  - Establishment of a Distributed Education Committee to facilitate ongoing conversation
  
10. **Letter of Understanding that provides information to the Association necessary to implement Bill 32 (*Restoring Balance in Alberta's Workplaces Act*)—NEW Effective upon Central Ratification**
  
11. **Letter of Understanding on a Common Experience Form—NEW Effective 2022 09 01**
  - Common reporting experience to employers
  - Employers are required to use the new form
  
12. **Letter of Understanding on Duty to Accommodate—NEW Effective upon Central Ratification**
  - Articulates the responsibility of employers to accommodate medically supported accommodations
  - TEBA and the Association to work with all benefit carriers to address barriers to Extended Disability Benefit