Local Bargaining

1. Interest Based Bargaining
The process we are using is called Interest Based Bargaining.

Interest Based Negotiation (IBN) uses a facilitator to guide the parties through an interest based model to achieve a collective bargaining agreement. The process creates an environment of open and clear communication that helps employers, employees and trade unions maintain good working relationships or improve difficult relationships over the long term.

It is a process that focuses on what the needs of all participants are, rather than on individual positions. It is a collaborative approach to problem solving, and an opportunity for people to sit down together and solve problems or reach resolution jointly.

Source: Ministry of LABOUR RELATIONS AND WORKPLACE SAFETY

2. External Forces Impacting on Local Collective Bargaining

Financial
- Delay in provision the new Educational Finding Formula
- School Boards’ reliance on centralized funding-loss of ability to raise funds locally.

Political
Legislative Changes
Examples: Essential Services Legislation, Education Act re:
school year, school day.

Cultural
Governments’ need to manage “Unions” and increasing societal endorsement to do so.
Example: Federally: Air Canada, Postal Workers, British Columbia and Ontario Teachers.
Provincially: Public Sector unions- Health Sciences, Crop Insurance, SGI, SaskPower, SGEU, CUPE
3. Mandatory Items (we must bargain for these)
   - sabbatical leave
   - educational leave
   - salaries for substitute teachers
   - duration of agreement
   - pay period
   - special allowances

We can bargain items that are not covered in the provincial collective agreement.

   Example: We cannot bargain salaries
   We could bargain a retirement gratuity

4. School Staff Liaison Teachers
   The School Staff Liaison Teachers (SSL) will be our primary source for identifying the needs and wants of our members. We encourage you discuss what you would like our Local Agreement to look like at staff meetings and then let your SSL know this. In May, we will ask all the SSLs to come together to identify our collective needs.

5. Local Implementation Negotiating Committee (LINC)
   - Cheryl Robertson  Chair
   - Deb deCaux
   - Trevor Drury
   - Bev Ptolemy
   - Ryan Theissken
   - Kim Lynchuk
   - Virginia Mireau
   - Leith Larson