

Moving towards balance..

A new model for bargaining



ASBA presentation to
SPC

Education and Employment
August 23, 2005

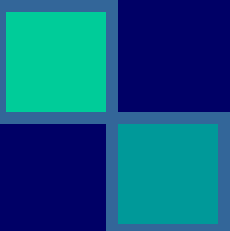



Key elements of new model...

- **Legislation to establish an Employer Bargaining Association (EBA)**
 - mandatory membership for all school boards
 - governed by school boards
 - **Establish single collective agreement**
 - covers all teachers and all school boards
 - unique needs in appendices and addenda
 - legislate no working conditions in collective agreements (81 c) **Note:** We recommend school boards and teachers create bodies to discuss items locally and address in policy.
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The new model...

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- **Dovetails with Learning Commission recommendations**
 - 81 a) establishing a legislated employer bargaining association
 - 81 c) limiting what can be bargained for collectively
 - **Addresses core issue of imbalance**
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Root of the imbalance....

- 62 individual school boards negotiating with one teachers' union – the Alberta Teachers' Association
 - the ATA holds bargaining certificates centrally while each school board holds individual bargaining certificate
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Impact of this imbalance.....



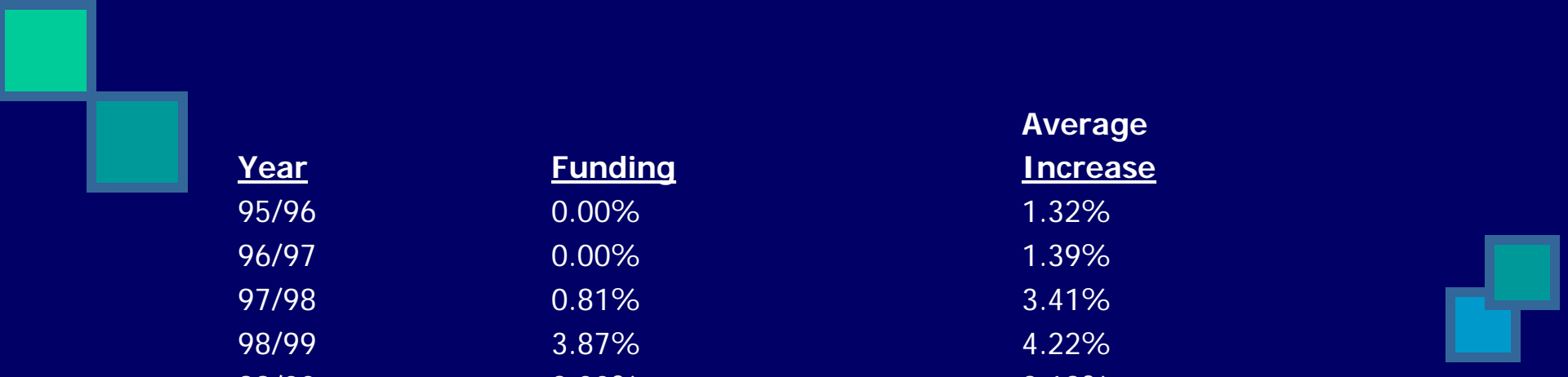
History of salary settlements

2003 – 2004	Range 0.0% - 3.9%
2004 – 2005	Range 1.5% - 4.3%
2005 – 2006	Range 2.0% - 4.8%
2006 – 2007	Range 2.02% - 3.93%





Funding levels/salary increases



<u>Year</u>	<u>Funding</u>	<u>Average Increase</u>
95/96	0.00%	1.32%
96/97	0.00%	1.39%
97/98	0.81%	3.41%
98/99	3.87%	4.22%
99/00	3.00%	3.18%
00/01	3.00%	3.38%
01/02	4.00%/3.50%	9.86%
02/03	2.00%/3.00%	4.04%
03/04	2.00%	2.16%
04/05	2.00%	2.80%



Impact of imbalance.....




<u>Years</u>	<u>Compounded Funding</u>	<u>Compounded Average Increase</u>
1995/2005 (10 years)	22.6% / 30.7%	41.8%
Difference		19.2% / 11.1%



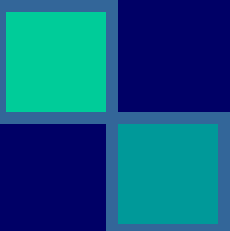



A costly proposition

- At 2003-3004 grid levels a .1 per cent increase costs \$1.86 million
 - At 2003-2004 grid levels a 1 per cent increase costs \$18.6 million
 - Bargaining is a big ticket item
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Legislating an EBA...


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- Addresses the structural imbalance
 - Creates consistency for teachers
 - Responsibility for negotiations remains with teachers and school boards
 - Reduces duplication of efforts
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Money talks



- **Costly duplication of efforts**

- 62 teacher collective agreements
 - 124 bargaining committees
 - 496 people sitting on committees
 - 434 bargaining meetings
 - 3,472 person days in face to face talks
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Note: Does not include time spent in preparation, consultations, communications, mediation, etc.