In the fall of 2016 I reported on the legislated change in teacher collective bargaining in Alberta. At that time, the Alberta Teachers’ Association was embarking upon entering into central bargaining with the Teacher Employer Bargaining Association (TEBA). Established under the Public Education Collective Bargaining Act (PECBA) (2015), this process was new for teachers, employing boards, and the Government of Alberta.

From the time of the last report, the Association and TEBA concluded a central memorandum of agreement, launching the Association and individual school boards into local bargaining. The conclusion of the central memorandum in April 2017 sent Association officials on a two-week, province-wide barnstorm of regional member information meetings whereby details of the agreement were shared with teachers. This set the stage for the online vote by teachers, which saw them ratify the central memorandum. Likewise, school boards also ratified the central memorandum, thereby setting the table for local bargaining.

Highlights of the central memorandum:

* $75 million Classroom Improvement Fund
* Establishment of province-wide time caps (907 hours/school year – Instructional, 1200 hours/school year – assignable)
* Process for continuous designations for principals
* One year trial for calendar compression
* Central grievance procedure
* Clarification of obligations for professional growth plans
* Zero percent salary increase
* Two year term

As of this writing, the Association and school boards have concluded local bargaining in 38 of 61 bargaining units. Additionally, as the term of the central agreement is nearing a close, the Association and TEBA will soon be entering into negotiations on list items for the next round. This will occur with local tables continuing at various stages in the current round.

With a provincial government nearing the end of its mandate, and polling indicating that a change in government is likely in 2019, we continue to bargain in interesting times.

**Public Education Collective Bargaining Act: A Primer**

The Alberta Teachers’ Association

* Approximately 40000 members (All teachers employed by Public, Separate and Francophone school boards)
* 61 Local Bargaining Units

Teacher Employer Bargaining Association

* One representative (elected trustee) from each of 61 school boards
* Executive Committee
  + 14 members (8 from Government of Alberta, 6 from group of 61 board representatives)
* Negotiating Committee
  + 5 members (2 from Government of Alberta, 2 from group of 61 board representatives, lead negotiator)

List Bargaining (2016 Round) – Concluded

Central Table Bargaining (2016 Round) – Concluded

Local Bargaining (2016 Round) – 38/61 Bargaining Units Settled

List Bargaining (2018 Round) – Due to open

*Cory Schoffer*

Alberta Teachers’ Association