

Notice to Schools Members

SUMMARY OF SETTLEMENTS

June 8, 2026



1. Term

July 1, 2025, to June 30, 2029

2. General Wage Increase

- a. July 1, 2025 – 3.00%
- b. July 1, 2026 – 3.00%
- c. July 1, 2027 – 3.00 %
- d. July 1, 2028 – 3.00 %

3. Language Changes

a. Article 104.1 Employee Categories

- i. Amended the probation period to be six months
- ii. Amended the time that a casual employee can work to forty consecutive working days.
- iii. Amended language that the Employer will advise the union of Temporary employees being converted to Permanent prior to conversion.

b. **Article 109.3** added language that Business Manager/Agent shall be part of the list of Association representatives.

c. **Article 110.1** added language that the timelines of the grievance steps may be extended by mutual agreement. Agreement will not be unreasonably denied.

d. **Article 110.2** amended the grievance procedure to add clarity.

e. **Article 224.2** and **Article 227** removed redundant language regarding 16% in lieu of benefits.

f. **Article 400** amended language to reflect current practice of posting for vacancies for seven calendar days.

g. **Article 404** amended language to agree to print 80 copies of the Collective Agreement.

h. **Article 500** amended language to make language consistent. To show the maximum number of weekly hours different positions have for full time hours and relocated custodial training to **Article 408**.

i. **Article 502 Meal Breaks** amended language to clarify break times to be paid or unpaid, and that breaks shall not be scheduled at the start or end of the shift without prior approval of Human Resources.

j. **Article 504.3** added clarification of what a Call Out is. "A call out is when notice is given to an employee, while off duty, that requires them to immediately report to work. It does not include situations where management and the employee mutually agree to temporarily adjust the employee's work schedule".

k. **Article 508 First Aid** modified language to specify WorkSafeBC duties.

l. **Article 604 Bereavement Leave** and **Article 605 Funeral Leave** amended to provide language consistency.

m. **Article 612.1 Personal Leave - Short Term** amended language to give employees entitlement to three (3) days of unpaid personal leave per school year, with notice and approval from Manager/Administrator.

n. Article 612.2 Personal Leave - Long Term

- i. Added application date of March 15th for 10-month employees.
- ii. Added section for application for 12-month employees.

- o. **Article 620 Statutory Holidays** updated language to reflect Letter of Understanding and added language to include Casual and Temporary Employees.
- p. **Article 615 Convocation Leave** provision becomes paid.
- q. **Letter of Understanding No. 8** removed outdated language about time sheets.
- r. **Letter of Understanding No. 9** updated to establish a committee to review safety and/or wellness related concerns, provide feedback and update processes related to the development and/or review of Individual Safe Work instructions as it relates to the role of Education Assistants.
- s. **Inclusion of additional documents**
 - i. The tripartite agreement between the WVMEA, WVTA and the Board of Education: The Teacher/Teaching Assistant/Education Assistant Relationship.
 - ii. The Provincial Framework Agreement
 - iii. WorkSafe BC Refusing Unsafe work
- t. **Labour Market Adjustments** the parties agree to establish a committee between the Union and the Employer to review the application process and make recommendations for appropriate course of action.
- u. **Standing Joint Job Evaluation Committee (SJJEC) and Provincial Matching** will review information related to the provincial matching program and make recommendations to the Labour Management team.
- v. **Add New Letter of Understanding # 3** to explain hours of work for EAs and use of the Learning Improvement Fund.

4. Housekeeping

Agreed to amend a list of items to:

- a. remove obsolete language
- b. make language and numbering consistent
- c. remove gendered pronouns
- d. resign Letters of Understanding No. 1, 2, 4, 5, 6, and 7

5. Local Table Bargaining Money

Agreed to spend Local Table Money on the following items

July 1, 2027

- a. Addition of a fourth EA Team Lead.
- b. EAs working at BICS will receive an additional 1.25 hours/week for the 2027-2028 school year.

July 1, 2028

- a. EAs working at BICS will receive an additional 1.25 hours/week for the 2028-2029 school year (the total increase from 2027-2029 is 2.5 hours/week).
- b. Weekly hours for Finance (2 positions) and HR (1 position) increase from 35 to 37 hours/week.
- c. 2.5 hours/week of TA support to three secondary schools. Confirmation of which positions will be increased.
- d. Afternoon shift premiums to increase by \$0.29/ hour (from \$0.71/hour to \$1.00/hour)
- e. Level 1 First Aid premium to increase by \$0.50/hour (from \$1.12 to \$1.62)/hour.