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Members of the Teachers' Bargaining Committee gathered in Regina on October 3, 2018 to take part in the signing of the two-year Provincial Collective Bargaining Agreement. The agreement was finalized after incorporating the directions from the binding decision of the arbitration board that was chaired by Arne Peltz. The binding decision was released on September 7 and the entire report is available on our website, along with the full text of the new agreement, at <https://www.stf.sk.ca/teaching-saskatchewan/collective-bargaining>.

This two-year collective agreement will expire on August 31, 2019. Negotiations on a new collective agreement will begin in May 2019 and work on identifying the bargaining priorities of STF members has already begun. Councillors will be invited to identify teacher priorities at the Councillor Conference in late October and teacher members will be invited to inform the priority-setting process by responding to a bargaining survey that will open in November. All STF members are encouraged to engage in the survey.

Implementation of the Arbitrator's Ruling

As with any new collective agreement, implementation of the binding decision of the arbitration board will create some uncertainty. The arbitration board maintains jurisdiction over the file until January 2019. If differences in interpretation arise and cannot be resolved, the parties to the agreement can request a ruling from the arbitration board to clarify the intention and interpretation of the decision.

Given the complexity that comes with new rules on teacher time and expanded grievance authority, it would be beneficial for teachers to review the binding decision of the arbitration board. Understanding the decision of the arbitration board will provide teachers with a clearer understanding of the provisions of the new Provincial Collective Bargaining Agreement. Questions or concerns regarding the implementation by employers can be sent to bargaining@stf.sk.ca.

Meeting of Teachers and Their Employers on Interpreting the New Contract

On October 13 in Saskatoon, the presidents from each of the STF's local associations gathered with board chairs and school division administrators to hear a presentation on the new collective agreement.

The presentation was led by STF Executive Director Randy Schmaltz and SSBA Executive Director Darren McKee. A review of the entire agreement was undertaken with a focus on the changes that were included in the binding arbitration decision. A significant portion of the day was spent discussing the new language on teacher time and its implications when preparing school division calendars.

As was evident as early as January 2015, in the Final Report of the Joint Committee on Student and Teacher Time, this is a complex and nuanced issue. Definitions of terms that help foster a common sense of purpose are difficult to achieve. Implementing and monitoring these new contract provisions will result in a common set of rules and strong contractual protections for teachers, ultimately improving the work of the profession and outcomes for students.



The president (or designate) of your local association who attended the October 13 meeting will be well versed on these issues. They can serve as a local resource to help you better understand the new collective agreement. And, as always, if there is any doubt, contact the Federation for assistance or support.

The recently released *Interpretive Bulletin* is also an important source of information and can be found on the Federation website.



Questions about teacher collective bargaining?
Contact STF Bargaining Support by email at bargaining@stf.sk.ca.

Discussions about teacher collective bargaining?
Use the Teacher Talk private members' forum in MySTF on www.stf.sk.ca.
