



SCHOOL DISTRICT 63 (SAANICH)

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November 12, 2019

Mr. Dean Coates, President
CUPE Local 441
PO Box 100
Brentwood Bay, BC

Dear Mr. Coates,

RE: Next Steps to Concluding a Negotiated Collective Agreement

The employer has tabled an offer that applies the maximum funding available for this round of local bargaining, and that reflects our shared priority to address wage disparity to the fullest extent possible under the provincial bargaining mandate. The reality is that the funding allocation for bargaining will not be increased, and the Board will not be granted authority to allocate further funds to bargaining regardless of the source of those funds.

As you know, if a collective agreement is not ratified before **November 30, 2019**, many of the provisions within the Provincial Framework Agreement will no longer be available to the parties in local bargaining. These include, but are not limited to, funding for local bargaining¹, and the benefits and funding associated with the Provincial Job Evaluation process currently underway.

As we have communicated to you already, when you are ready to bargain within the funding that is available for local bargaining, we are ready and available to negotiate.

Sincerely,

A handwritten signature in black ink, appearing to read "Jason Reid", written over a white background.

Jason Reid
Secretary Treasurer

JR/klg

¹ The employer is proposing to allocate the funding for local bargaining, also referred to as the Service Improvement Allocation, to a Labour Market Adjustment of 1.53% for eight education assistant positions.