

*Collective bargaining is a cornerstone of a fair and equitable workplace.*

Your collective agreement outlines the compensation and working conditions that apply to all teachers in your school division.

Many of the working conditions that teachers may take for granted today, such as medical leave or caps on instructional time, have been hard gains, achieved through collective bargaining and in some cases through accepting concessions in other areas. Supporters of collective bargaining believe that the interests of workers are best served and best improved upon when workers speak and act together. There is strength in numbers.

Every teacher employed in a public, separate or francophone school division in the province is a member of a collective agreement. The ATA is producing a series of short videos to ensure that you have a good understanding of the collective bargaining process.



Scan the QR code to view the full list of videos on collective bargaining.



The Alberta Teachers' Association



# Central and Local Bargaining

Bargaining for teachers in Alberta includes two levels: central table and local table. Both levels must be completed before the collective agreement is finalized.

A preliminary phase of central table bargaining determines which matters are discussed at the central table and which items are discussed at the local table.

The results of both sets of negotiations are incorporated into your final agreement.

# Who Represents You

The ATA uses democratic representation to ensure that members' needs are reflected in bargaining. Your representation is led by active teachers elected by you.

## Central Table

Teachers are represented by the provincial ATA. The ATA's Provincial Executive Council (PEC) directs the ATA's work in central bargaining. Members of PEC are teachers who are elected every two years by your vote.

Negotiations are conducted by the Central Table Bargaining Committee (CTBC), which includes five PEC members and members of ATA staff, including professional negotiators and other labour relations and economics experts.

The employer is represented by the Teachers' Employer Bargaining Association (TEBA). TEBA brings together representatives of school boards with representatives of the provincial government.

## Local Table

Teachers are represented by two groups: the Teacher Welfare Committee (TWC) and the negotiating subcommittee (NSC).

The TWC is made up of teachers (commonly elected at the annual general meeting of your ATA local), your provincial ATA district representative and a member of ATA staff who is a professional negotiator. The TWC oversees all activities related to local negotiations.

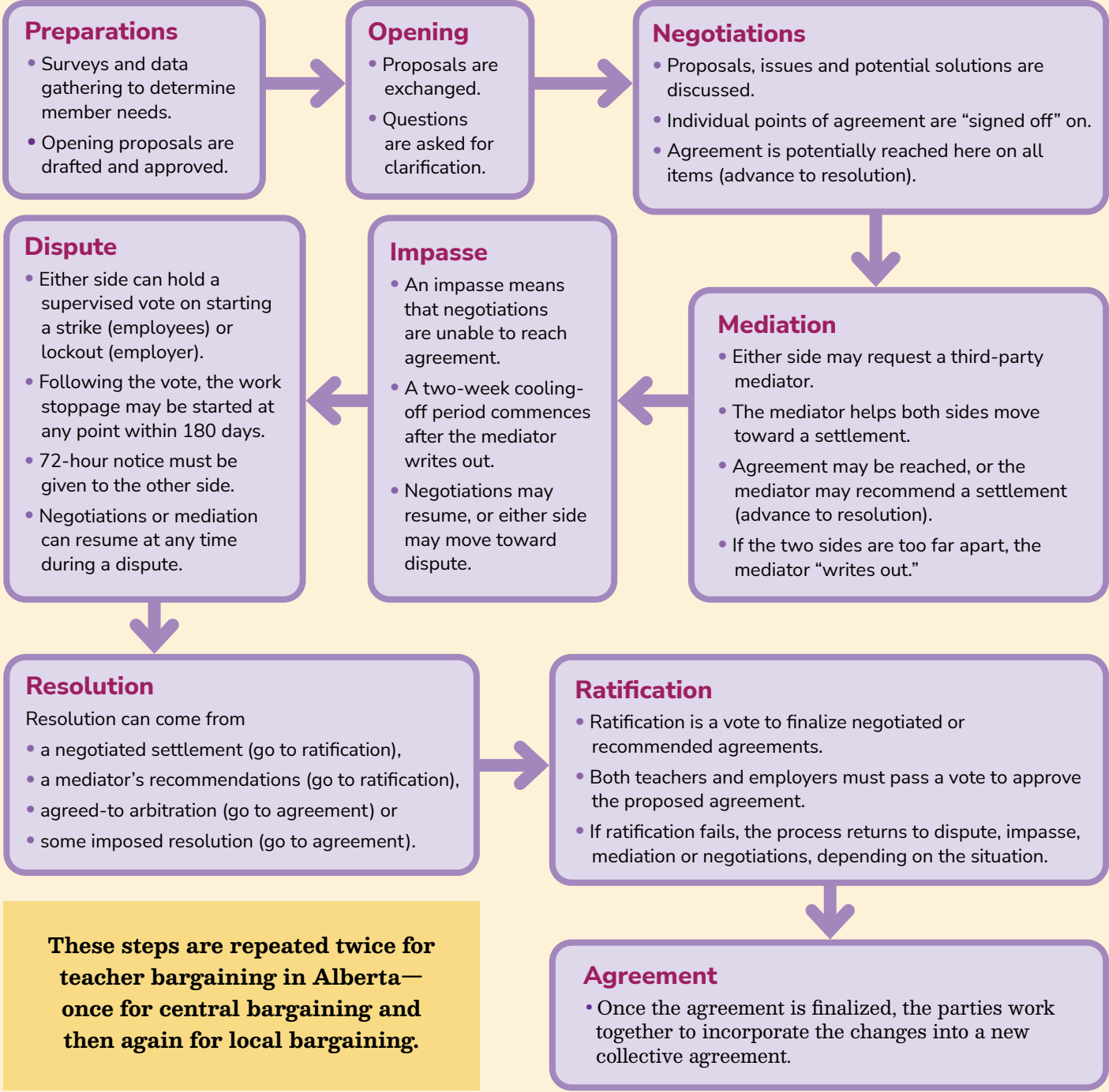
The NSC is a smaller group elected from the TWC to conduct the actual negotiations.

The board of trustees oversees negotiations on behalf of the employer. The bargaining team may include trustees, superintendents, secretary-treasurers, human resource directors and other school division staff.

# The Bargaining Process

To most teachers, the bargaining process may seem long, confusing and complex. The truth is that every round of negotiations looks different, and there are lots of possible pathways to resolution.

Here's a simple overview to help you understand how bargaining commonly works. These are all the possible steps that may happen in a round of bargaining. Some must happen in every round of bargaining, whereas others occur only if necessary.



## What's My Role?

Teachers are the drivers of what happens in bargaining. It's your agreement, after all. The ATA follows democratic steps to ensure that members' needs are reflected in the bargaining process.

We use surveys and focus groups at the start of bargaining to hear what issues you think should be addressed. Elections are held to choose teachers who will represent you on the bargaining and executive committees. When an agreement is reached, your vote is required to finalize it.

Your role is to stay informed and take advantage of opportunities to become involved in the process:

- Visit the ATA website ([www.teachers.ab.ca](http://www.teachers.ab.ca)).
- Read the *ATA News*.
- Sign up to receive Members' Update.
- Respond to survey requests.
- Attend information meetings.
- Discuss the issues with your colleagues.
- **Finally, make sure you vote.**

If you have any questions about your collective agreement or the bargaining process, contact the ATA at 1-800-232-7208.

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