

Backgrounder

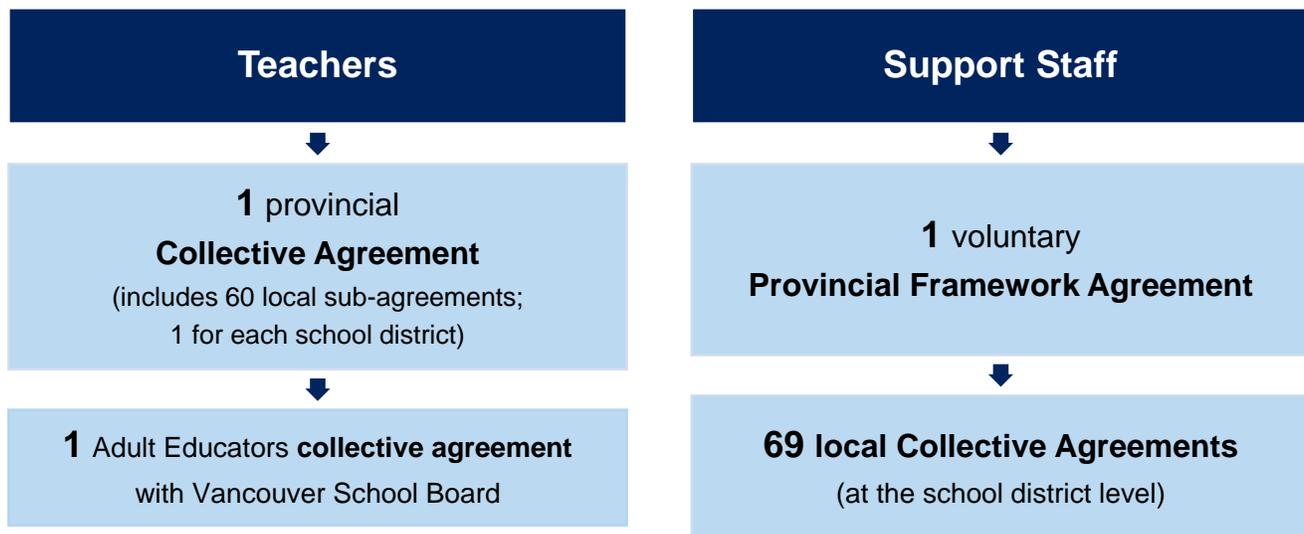
Collective Bargaining 2025: Process and timeline for bargaining in K-12 public education

February 2025

Overview of collective bargaining in K-12 public education

All BC public education K-12 sector collective bargaining agreements expire June 30, 2025.

Across the sector, there are 71 collective agreements and 1 voluntary Provincial Framework Agreement. This means there is 1 provincial collective agreement with the BCTF with 60 sub-agreements for 61 teacher bargaining tables, 1 Adult Educators collective agreement, 1 voluntary Provincial Framework Agreement for support staff, and 69 local collective agreements for support staff, meaning there are 132 provincial and local bargaining tables.



Collective bargaining – Teachers

The BC Public School Employers' Association (BCPSEA) is the accredited bargaining agent for the province's 60 public boards of education.

The BC Teachers' Federation (BCTF) is the certified bargaining agent for BC's more than 152,000 public school teachers forecasted to be employed in the K-12 sector.

Local matters are negotiated at the school district level, while compensation and other provincial matters - including all cost items - are bargained by BCPSEA and the BCTF at the provincial level.

¹ Headcount data as per the Public Sector Employers' Council Secretariat's 2025 Annual Forecast as at April 1, 2025 – includes all active and on leave teachers, as well as Teachers Teaching on Call, that are covered by the compensation base and the Provincial collective agreement.

Examples of Teacher Provincial Matters	Examples of Teacher Local Matters
<ul style="list-style-type: none"> ▪ Salaries ▪ Benefits ▪ Class size ▪ Class composition ▪ Paid leaves ▪ Violence prevention 	<ul style="list-style-type: none"> ▪ Layoff-Recall, Re-engagement ▪ Posting and filling vacant positions ▪ Health and Safety, including committees ▪ No discrimination ▪ Gender equity ▪ Indigenous curriculum

Timeline – Teacher collective bargaining

For the 2025 round of bargaining, as per agreement between the parties, local teacher bargaining takes place prior to provincial teacher bargaining.

Nov. 4, 2024 Local bargaining can begin	Feb. 28, 2025 Local bargaining ends	March 1, 2025 Provincial bargaining can begin	June 30, 2025 Collective Agreement expires
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Collective bargaining – Support Staff

There are approximately ²43,000 support staff forecasted to be represented in negotiations by the K-12 Presidents’ Council, which is made up of 57 autonomous CUPE locals and 11 other unions locals in the K-12 public education sector. The Council works with BCPSEA to develop a Provincial Framework Agreement on key matters (including compensation) that can then be voluntarily adopted and form part of any memorandum of settlement at the local level. Historically, almost every local level collective agreement has incorporated the Provincial Framework Agreement.

Bargaining of the local collective agreements happens at the local school district level. Boards of education bargain directly with their respective support staff union locals.

Timeline – Support staff collective bargaining

The Provincial Framework Agreement is negotiated near the beginning of local bargaining.

April - May 2025 Provincial Framework Agreement negotiated	March 1, 2025 Local bargaining can begin	June 30, 2025 Collective agreements expire
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² Headcount data as per the Public Sector Employers’ Council Secretariat’s 2025 Annual Forecast as at April 1, 2025 – includes all active and casual support staff employees, as well as those on leave, that are covered by the compensation base and 69 local collective agreements.

Bargaining associations in the K-12 public education sector:

- BC Teachers' Federation (teachers in all 60 school districts)
- Canadian Union of Public Employees (support staff in 53 school districts; some school districts have more than one CUPE local union)
- International Union of Operating Engineers (Cariboo-Chilcotin, Vancouver, and Prince Rupert school districts)
- Teamsters (Abbotsford and Peace River South school districts)
- West Vancouver Municipal Employees Association (West Vancouver School District)
- Construction, Maintenance, and Allied Workers (Fraser-Cascade School District)
- Trades Bargaining Council (Vancouver School Board)
- United Steelworkers Workers' of America (Cowichan Valley School District)
- BC Government Service Employees' Union (Peace River South and Fort Nelson school districts)
- Non-Teaching Staff Association (Central Coast School District)
- VTF - Adult Education (Vancouver School Board)

Background on BCPSEA

BCPSEA is the accredited bargaining agent for the province's 60 public boards of education, for unionized teaching and support staff. British Columbia's K-12 public education system is the second largest sector in the broader B.C. public sector. Employees in this sector are categorized into three employee groups: teachers, support staff, and exempt staff. All of whom are supported through BCPSEA's work.

Contact

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For updates related to collective bargaining in the K-12 public education sector visit:

Teacher collective bargaining: <https://bcpsea.bc.ca/teachers/teacher-collective-bargaining/>

Support staff collective bargaining: <https://bcpsea.bc.ca/support-staff/support-staff-support-staff-collective-bargaining/>