

## **Labour Market Adjustment Continuation Submission**

It is understood by the parties that Labour Market Adjustments (LMA's) as identified by Item #18 in the Framework Letter of Understanding signed May 22, 2006 (*see excerpt at the end of this submission*) further extended by the SSEAC, are to come to an end on June 30, 2011. In order to provide the parties with the opportunity to find solutions to any ongoing labour market needs, SSEAC has agreed to provide funding to continue the payment of Labour Market Adjustments (LMA's) for an additional 6 months (July 1, 2011 – December 31, 2011).

This submission applies only to positions previously approved by SSEAC and is not intended to expand to new or different positions not previously granted a LMA by the SSEAC. The parties are to provide information regarding the current numbers of individuals in each position that had an approved LMA.

SSEAC will review the submission in conjunction with prior approvals for LMA's. SSEAC may request additional information regarding variances between this submission and those previously approved by SSEAC.

### **Questions**

Please direct any questions to:

- Renzo Del Negro at 604.730.4511 or [renzod@bcspea.bc.ca](mailto:renzod@bcspea.bc.ca)
- Stephanie Mascoe at 604.730.4521 or [stephaniem@bpcsea.bc.ca](mailto:stephaniem@bpcsea.bc.ca)
- Bill Pegler at 604.291.1940 or [bpegler@cupe.ca](mailto:bpegler@cupe.ca)

## Labour Market Adjustment Continuation Submission

School District \_\_\_\_\_

Employer Contact Name \_\_\_\_\_

Union & Local \_\_\_\_\_

Union Contact Name \_\_\_\_\_

Submissions should be sent to [sseac@bcpsea.bc.ca](mailto:sseac@bcpsea.bc.ca)

### Details Related to LMA Submission Continuation

Position Requiring LMA (ie HVAC, Network IT)	Name of Employee (include vacancies you are trying to fill)	Annual Paid Hours**
<b>Total Hours**</b>		

*\*\*Total Annual Paid Hours: Total hours includes vacation, stat holidays, paid leaves of absence, etc... For example, a full-time twelve month, forty hour per week employee should be recorded as 2080 hours.*

*\*\*\* Please add more rows or tables as necessary.*

## Excerpt from Framework Letter of Understanding May 22, 2006

### Labour Market Adjustment Fund

17. Subject to the approval of the Committee, a district may address demonstrated recruitment or retention issues that can be objectively determined with reference to specific criteria, including:
  - i. Demonstrating evidence of recruitment or retention difficulties;
  - ii. Providing relevant market data that specifically includes employers likely to recruit from the public sector employer and employers that the public sector employer has recruited from;
  - iii. Identifying which occupations and the number of employees that will be affected by the adjustment;
  - iv. Identifying options for the size of the market adjustments, and identify the risks associated with each of the options; i.e. collective bargaining;
  - v. Demonstrating that the employer has provided significant training to employees in an occupation, and that a business case can be made for an adjustment.

Adjustments proposed under this paragraph must be funded through demonstrable cost neutral trade-offs.

18. In addition, the Committee shall be provided with Labour Market Adjustment funding in the following maximum amounts, pro-rated based on the support staff salary expenditures reported in the 2005-2006 audited financial statements of Districts whose support staff unions which become signatories to this Letter of Understanding (for example if unions representing 50% of support staff salary expenditures in the Province become signatories to this LOU, the Committee will be provided with 50% of the funding set out below):

July 1, 2007 \$1,656,000  
July 1, 2008 \$828,000  
July 1, 2009 \$828,000

19. The funding will be available to all support staff employees whose bargaining agents become signatories to this Letter of Understanding.
20. In order to access the funding set out in paragraph 18 above, districts and locals must make joint application to the Committee and must demonstrate that the funding sought will be used to address recruitment and retention issues on the basis of the criteria set out in paragraph 17 above. The provision of this funding will be subject to the approval of PSEC.
21. Upon request, the Committee shall provide to the Ministry of Education a report in the form and manner prescribed by the Ministry, showing the expenditures made to date and the estimated future expenditures from the funding provided.
22. The continuation of the Labour Market Adjustment Fund beyond July 1, 2009 shall be determined during the next round of collective bargaining between the parties.