

TEACHERS' FEDERATION EMPLOYEES' UNION
100-550 West 6th Avenue
Vancouver BC V5Z 4P2
604-871-2123

MEMO TO: Jinny Sims, Ken Novakowski, Walt Dallamore, Una Walsh

FROM: Jean Rands, President

DATE: March 29, 2007

SUBJECT: **Without prejudice proposal**
TFEU COLLECTIVE AGREEMENT

The TFEU/BCTF collective agreement expires at the end of June. Normally, we would serve notice to bargain this week.

However, we recognize that these are difficult times. **CEP bargaining appears mired, and adding a second round of concurrent bargaining at this time may not be in the best interests of the BCTF, its members, or its employees.** We therefore believe it would be in the interests of both TFEU and BCTF to postpone this round of bargaining.

We propose that the parties agree to maintain the status quo and to roll over the existing collective agreement, including any existing practices and/or written or unwritten understandings or agreements between the parties, for one year with a modest wage increase, maintaining all benefit plans for employees and retirees **as well as all** other terms and conditions of employment, until June 30, 2008.

The wage increase we propose is 2.5% effective July 1, 2007, substantially less than teachers received in the first year of the present agreement which included 2.5% on grid, 2% SIP allowance, and a \$4000 signing bonus. Please note that this wage proposal is made without prejudice and is contingent on acceptance to agreement on a rollover agreement for one year, **and not to any collective bargaining that will occur should this offer not be acceptable to you.**

Thank you for considering this proposal. **We urge you to accept it in the interests of the BCTF, its members, and its employees.**

If you **reject** this rollover, please treat this as official notice to bargain.