



BARGAINING

We are ATA



The Alberta Teachers' Association

Central Table Bargaining Goals

Items to Advance

- **Increase Number of Teachers to Match Growth**
 - Teacher numbers have not kept pace with student enrollment
 - Requires funding and ensures hiring of classroom teachers
 - Ensures a measured and practical approach to bringing teachers into the system
- **More Supports for Students with Complex Needs**
 - Students' diverse needs have increased the complexity of classrooms
 - Inclusion works when it is properly supported
- **Increase salaries and allowances**
 - Teachers experienced zero increases to salary grids for seven out of the last eight years
 - Teachers recognized the economic difficulties of our province and teachers have done their part
- **Lowering Caps on Instruction/Assignable Time**
 - Work intensification continues to rise along with expectations
 - Teachers are continually expected to do more with less time.

Items to Protect

- **Salary**
 - Teachers did not receive the raises seen by other organized labour groups.
 - Teachers have pre-paid "the pain" that other groups are being asked to pay now.
- **Group Health Benefits**
 - 100% premium coverage was achieved last round.
 - High percentage of teachers are sole or primary benefit provider for the family.
- **Job Security**
 - High percentage of teachers are sole or main income earner in the family.
 - Less teachers means increases in class size, which negatively impacts teaching and learning conditions
- **Assignable Time Limits**
 - Teachers and their administrative colleagues are continually being required to do more from every level
 - The limit on a reasonable workload is passed.



The Alberta Teachers' Association



CENTRAL TABLE BARGAINING

Expectations	
Protection	45%
Advancement	56%

In March and September 2020, the Association sent out invitations via teachers’ personal e-mails to 26,700 members to participate in a bargaining needs survey. 7,954 members completed the initial survey and 8,784 members completed the follow-up . The follow-up survey contained a subset of questions from the first-round. Your Central Table Bargaining Committee chose question for the follow-up survey based on items that were likely to change over time and due to the pandemic. Survey respondents were a representative sample of Association bargaining unit members by gender, age, length of service, grades taught. Respondents included part-time teachers, substitutes and teachers with school-based designations (principals/vice or assistant principals, department heads etc) and teachers with jurisdiction-based designations (coaches, coordinators etc).

Bargaining Priorities - Protect

Priorities were determined by an allocation of 10 coins for each respondent. Respondents could “spend” their coins for the three areas the they identified as needing defending.

BARGAINING PRIORITIES - PROTECT			
Rank	Issues	Coins Allocated	Percent
1	Salary	34,455	39%
2	Job Security	13,901	16%
3	Group Health Benefits	12,539	14%
4	Assignable Time Limits	11,644	13%
5	Instructional Time Limits	8,849	10%
6	Sick Leave	4,795	5%
7	Personal Leave	1,765	2%
8	Maternity Leave	1,352	2%
	TOTAL COINS CAST	89,300	

Protecting salary is clearly the first priority of members. Followed by the next three areas that are relatively similar level of protection, job security, group health benefits and assignable time limits.

Bargaining Priorities - Advance

Priorities were determined by an allocation of 10 coins for each respondent. Respondents could “spend” their coins for the three areas they identified as priorities for improvement.

Overall Bargaining Priorities			
Rank	Issues	Coins Allocated	Percentage
1	Increase number of teachers to match growth in student enrollment	21,041	25%
2	Increase to Monetary Compensation (salary, allowances, daily rates)	18,407	22%
3	Providing more support for complex student needs	13,526	16%
4	Lowering Caps on Instructional and/or Assignable Time to Allow for More Preparation Time	12,386	15%
5	Provide more support for teaching and learning conditions during a pandemic	5,506	7%
6	Improve Family Medical/Needs Leave	3,390	4%
7	Addition of 7 years of education to the salary grid	3,054	4%
8	Improving procedures around teacher safety	2,440	3%
9	Improve Personal/Private Business Leave	1,525	2%
10	Provide time and funding for PD of teachers’ choice	1,490	2%
TOTAL COINS CAST		82,765	

Salary is also a top concern that members want to advance. Over the course of the agreement:

- 2.4 per cent of respondents expect increases much higher than inflation (> 5%)
- 15 per cent of respondents expect increases higher than inflation (3 – 5%)
- 64 per cent of respondents expect increases to keep up with inflation (2%)
- 15 per cent of respondents expect to receive less than inflationary increases