

Hi everyone,

The information in this email pertains to the provincial government's expectation/direction with respect to wage and job continuity for public sector employees arising from the COVID-19 pandemic.

This direction was sent to Superintendents, Secretary Treasurers, HR Directors, BCPSEA Trustee Representatives, Management Associations, and shared with the BCTF and CUPE, from the Public Sector Employers' Council (PSEC) Secretariat.

It provides direction for the entire public sector to ensure a consistent approach.

- ***It is government's expectation that pay will continue through the months of March and April "for employees whose work would not otherwise have been interrupted save for the pandemic response." This expectation/direction will be reviewed by government prior to the end of April and updates issued as available.***

This is meant to reassure the entire public sector, education workers included, that pay, and benefits will continue during this time for contract employees. It's not surprising that this direction covers March and April. It is uncertain how long in-class instruction will be suspended if, at the end of April, this direction needs to be extended additional decisions will be made. Government is not making assumptions around timelines. It does not mean that pay is only guaranteed until April, it means this direction will be reviewed at the end of April.

- ***It is important to maintain employment and compensation for employees whose work would not otherwise have been interrupted save for the pandemic response."***

This once again reassures employees that there is continuity of work and pay.

- ***Layoffs are to be avoided unless previously contemplated/planned or unless it's clear that the specific circumstances can't be mitigated. Information with respect to casual employees will follow.***

This is clear direction that the workforce will stay intact. There may be some unusual situations that cannot be helped, not necessarily in the Education sector. This direction is for the entire public sector.

- ***Employers will need to work collaboratively with their employers' associations, unions, and other stakeholders to***

address the challenges and opportunities for modified service delivery.

This a direction and a strong expectation from government, and it is welcomed and necessary. It is critical that district employers work collaboratively with local presidents at this time. We are seeing an unprecedented level of cooperation and collaboration among the provincial education partners and full expect this same level of communication at the local level as well.

The second part of this direction refers to modified service delivery. We do not know what this will look like in education, but government acknowledges it will not be 'business as usual'. The nature of teachers' work will vary depending on age level, subject area, geography, and a variety of other factors.

- **Guidance regarding auxiliary, casual, and on-call employees will be forthcoming.**

There are a number of outstanding issues where direction has not been given yet, for us it is in regard to the work of TTOCs. This direction is forthcoming. We hope to have more information at the conclusion of next week, when most Spring Breaks would have ended.

- **Where eligible, districts may issue Records of Employment to employees as per normal practice.**

Employers had been asked to hold off on issuing ROEs but have now been given the go ahead. But we should also be mindful that more direction will be forthcoming regarding TTOCs and auxiliary employees.

As you can see there are many questions that arise from governments' direction including, for example, who is required to attend at work and potential re-deployment of staff.

The BC Public Sector Employers Association, (BCPSEA) has committed to arranging conversations with representatives of the BC Teachers' Federation, the Canadian Union of Public Employees, and other support staff unions in the sector to seek agreement/cooperation to the best extent possible with respect to these questions. Once those conversations have concluded, we will provide a further update.

We are in unprecedented times. As teachers we are leaders in our communities, thank you for your work in this regard. Our students, their families and communities need this strong, calm leadership right now given the uncertainty we all face.

We will all get through this together!

Thanks, Teri