



NEGOTIATIONS

GOVERNANCE POLICY

CONTENTS

1.0 PRINCIPLES

2.0 POLICY FRAMEWORK

3.0 AUTHORIZATION

1.0 PRINCIPLES

- 1.1. The South Shore Regional Centre for Education (SSRCE) believes that a Policy Governance model should be adhered to in all collective bargaining.
- 1.2. The SSRCE further recognizes the need to maintain, in that Policy Governance Model, protocols that reflect the leadership role of the Senior Team.
- 1.3. Collective bargaining results in a significant impact on budget and human resource management implications. It is essential that the SSRCE be involved in the decision-making process in regards to contract negotiations.

2.0 POLICY FRAMEWORK

- 2.1. This policy complies with the Education Act and other related provincial acts and policies.
 - 2.1.1. Collective bargaining is always a moving, not static, field. Settlements may be higher or lower at any point in time as the result of a range of influences. The paramount principle for the SSRCE is, or should be, its ability to pay.
 - 2.1.2. The purpose of this policy is to construct a framework within which the SSRCE can coordinate support staff collective bargaining consistent with the needs of the system and aligned to SSRCE goals.
 - 2.1.3. This policy is shaped by the following elements:
 - 2.1.3.1. Respect for the governance.
 - 2.1.3.2. Respect for the statutory obligations of Regional Centres for Education (RCE's) under the *Education Act* and *The Trade Union Act*.

3.0 AUTHORIZATION

- 3.1. The SSRCE must approve the mandate and ratify any tentative agreement before it can be signed and implemented.
- 3.2. The Director of Human Resources will choose the negotiating team and has the authority to bargain, ensuring the results are in keeping with SSRCE goals and priorities.
- 3.3. The Regional Executive Director is authorized to issue procedures in support of this policy.

NEGOTIATIONS

ADMINISTRATIVE PROCEDURES

CONTENTS

1.0 PROCEDURES

2.0 RESPONSIBILITIES

1.0 PROCEDURES

1.1. Process for Collective Bargaining

- 1.1.1. The Director of Human Resources will inform the Regional Executive Director of impending negotiations.
- 1.1.2. The negotiating team will prepare an asking package for the Regional Executive Director's information containing budgetary implications, impact of operations, improvements, savings, rationale, etc.
- 1.1.3. The Director of Human Resources will seek a mandate to proceed with the ensuing negotiations following presentation of the asking package.
- 1.1.4. The Director of Human Resources will ensure that the methodology and intended results are in keeping with our Goals and Priorities.
- 1.1.5. The Director of Human Resources will cease negotiations and consult with the Regional Executive Director if negotiations include parameters outside of the initial mandate.
- 1.1.6. The Director of Human Resources will keep the Regional Executive Director informed of its progress at subsequent and/or special meetings.

2.0 RESPONSIBILITIES

It shall be the responsibility of the Regional Executive Director to ensure these administrative procedures are followed.