



Livingstone Range
SCHOOL DIVISION N° 68

Guide to Collective Bargaining

LRSD Guiding Principles

- *As approved by the Board of Trustees, April 8, 2009*

- 1) Decisions must be student centered.
- 2) Decisions must take into account our geography and ruralness.
- 3) Schools and communities must work collaboratively to provide the best quality educational opportunities for students.
- 4) Decisions are best made closest to the child through site-based decision making.
- 5) Decisions reached must be affordable now and sustainable in the future.
- 6) Equitable access to programming opportunities for students within their communities.
- 7) Program delivery must be flexible and responsive to student needs.
- 8) Accountability must be built into every decision.
- 9) Decisions must reflect board policies.

LRSD Guiding Principles for Collective Bargaining

- *As approved by the Board of Trustees, April 17, 2012*

In conjunction with the LRSD overarching guiding principles, the following principles will serve to guide negotiations with employees and employee groups or their bargaining agent:

- 1) any agreement will support transformation through innovative, adaptable, creative and collaborative practices;
- 2) any agreement will be competitive in order to attract and retain staff;
- 3) any agreement will ensure transparency during the collective bargaining process by keeping all stakeholders apprised of issues, developments, decisions and assessed impact on the education system.
- 4) any agreement will be affordable now and sustainable in the future.

Desired Outcomes for Collective Bargaining Communication

- 1) To ensure that the public is knowledgeable of the Board's approach to collective bargaining.
- 2) To make public accurate and timely information that abides by labour relations and legal parameters.

Bargaining Process

The Employer will advocate and participate in negotiations by:

- a) appointing a Negotiation Committee;
- b) engaging in open, honest and frank dialogue;
- c) gathering and sharing information necessary to ensure informed discussions;
- d) discussing and resolving issues keeping in mind the interests of the Employer;
- e) demonstrating management practices consistent with the values of the Employer;
- f) being transparent in its communications with employees and other stakeholders; and,
- g) being mindful of what is happening in the province.