

2.2.1 Collective Agreement Committee and Bargaining Team Terms of Reference

1. A Collective Agreement Committee (CAC) is established to provide recommendations to the Board on matters affecting FSA Collective Bargaining with BCIT. The CAC will:
 - 1.1. Prior to bargaining, provide recommendations to the Board on a bargaining mandate, bargaining proposals and membership of the bargaining team.
 - 1.2. Consider and develop strategies and tactics for the bargaining process.
 - 1.3. Provide advice and information to the Bargaining Team as requested or required.
 - 1.4. During bargaining, provide reports to the Board, including any recommended changes to the bargaining position or mandate.
 - 1.5. Review any proposed terms of settlement from the Bargaining Team and make a recommendation to the Board on their acceptance or rejection.
2. The CAC will have a maximum of nine members appointed by the Board, with a plurality of the members being current Directors on the Board. The incumbent president will be a member and the Executive Director will be an ex-officio member. Membership will generally be for one bargaining cycle, with the CAC being re-established for each subsequent bargaining cycle.
3. The members of the CAC shall be chosen to represent, as much as possible, a cross section of the FSA membership including schools/divisions, fender, classifications of employment, full time/part time, regular/temporary, age groups, number of dependants, etc., striving to be as inclusive as possible.
4. The CAC will be chaired by the FSA President or another director appointed by the Board.
5. The CAC will meet as needed to prepare for bargaining.
6. In fulfilling this role, the CAC may, within the limits of the approved budget:
 - 6.1. Consult with the membership (or a sub-set of the membership or specific constituencies), as broadly as possible concerning issues related to collective bargaining and negotiation.
 - 6.2. Obtain information from the membership, constituencies, comparable bargaining units, industry and other sources that may impact bargaining.

- 6.3. Engage in other activities that, in the view of the committee, will benefit the FSA in collective bargaining.
7. The FSA Bargaining Team shall consist of four members appointed by the Board from within the CAC, the Executive Director (ex-officio) and, at the discretion of the Board, up to two additional FSA members. Members of the Bargaining Team will be appointed for a single bargaining cycle.
8. The de-selection of a member of either the Collective Agreement Committee or the Bargaining Team will follow the procedure for de-selection established in policy 1.5.1 Procedure for Appointments.

Revision History

Date	Revision (Brief description)
December 2014	Formatted into branded policy template. No changes to content.
April 17, 2013	Updated to reflect Bylaw Changes, minor wording changes.
Jan 30, 2006	Revised
Mar 22, 1995	Originally Approved