

Regina Public School Teachers' Association

5.1 Locally Implemented Negotiation Committee (LINC) & LINC Advisory Committee

Area: Governance

Status: Draft

Approving body: N/A

Date of Approval: Assembly (June 5th, 2017)

Ressources: [Devon Peters](#), [STF Bylaw 4 \(4.4.3\)](#)

Beliefs:

The RPSTA believes that the Local Implementation and Negotiation Committee (LINC) and its Table Officers to be charged with the duty of bargaining on behalf of its members and in the best interest of its members.

The relationships developed in bargaining are not more important than our relationships with the teachers we represent.

LINC is empowered to use the best bargaining practices, procedures, strategies, techniques or models as deemed necessary in order to arrive at the best possible contract for its members.

Representation on LINC & LINC Advisory should be as broad-based as possible. Broad based representation refers to, but is not limited to, factors such as teaching assignments (i.e. grade level, subjects, special education, teacher librarians, itinerants, substitutes, consultants, school-based administrators etc), gender, teaching experience, bargaining experience, and special interests.

All LINC and LINC Advisory members agree that the role of the LINC team is that of advocates for our members.

Principles:

- The purpose of the Local Implementation and Negotiation Committee (LINC) is to bargain on behalf of its members the local collective bargaining agreement.
- The purpose of LINC Advisory is to act as liaisons between members and LINC, or as consultants in providing information as well as perspective on specifics, and to advise on possible strategies to be used by LINC during negotiation.

5.1 Procedures:

Membership

- 5.1.1. The Executive shall select LINC members according to the LINC selection procedure.
 - 1.1. LINC shall consist of not less than four and up to six table officers plus the RPSTA President (who cannot be LINC Chair).
 - 1.2. LINC Advisory shall consist of up to but not exceeding twelve members.
 - 1.3. There is no limit to the number of terms a Table Officer or member of LINC Advisory may serve.

Duties and Responsibilities

- 5.1.2. All LINC Table Officers and LINC Advisory members must agree to commit to the time necessary for all stages of the negotiation process (this would include meeting to prepare for bargaining, bargaining meetings, meeting to present the tentative contract, meetings to review and edit the Redline copy and any other meetings that are required to finalize a contract).
 - 2.1. LINC is responsible to monitor the application of the local agreement to ensure its provisions are not breached and therefore remain in office for all monitoring meetings until such time as the contract expires at which time the newly elected team will take over those duties.
 - 2.2. LINC and LINC Advisory will speak as one voice with respect to matters concerning bargaining.
 - 2.3. LINC Advisory should have an active role in the bargaining process while recognizing that the final decision making within the Education Act resides with the LINC Table Officers.
 - 2.4. LINC and LINC Advisory shall develop a mechanism for gathering teacher input with respect to the bargaining proposal for the upcoming round of bargaining.
 - 2.5. LINC and LINC Advisory are responsible for meeting with individuals or groups of teachers who have specific issues and /or concerns relating to the upcoming round of bargaining. (from policy LINC 6.4)
 - 2.6. LINC is responsible for preparing a bargaining proposal.
 - 2.7. Once the bargaining proposal has been put together it shall be sent to all registered members. The proposal shall be presented at an Assembly meeting for approval. Amendments to the package can occur at that Assembly meeting.
 - 2.8. LINC and LINC Advisory, once the bargaining proposal has been voted on and accepted, shall develop the strategy for bargaining the proposal.
 - 2.9. LINC has the authority to reach a tentative agreement with Regina School Div. #4, subject to ratification by the membership.
 - 2.10. LINC has the right to conduct a recount or re-vote should they feel it necessary, or directed to do so by the Exec.

Communication

- 5.1.3. Executive may in the time before the start of bargaining call a General meeting of the membership for the specific purpose of:
 - 3.1. accepting resolutions directing the bargaining team to negotiate a specific item
 - 3.2. accepting resolutions directing the bargaining team to negotiate a specific solution to a problem/issue/article regardless of the bargaining format being used.
- 5.1.4. LINC shall report to assembly and may send out a communiqué to the membership following bargaining sessions.
- 5.1.5. Should a General meeting be called to discuss a tentative agreement, it shall be the responsibility of LINC to conduct the meeting.

Sanctions

- 5.1.6. Sanctions may be employed only after a vote of the membership authorizes the LINC team to impose sanctions.

LINC and LINC Advisory Training

- 5.1.7. LINC and LINC Advisory may choose to participate in any bargaining training that would assist them with concluding a contract.

LINC Selection Process

- 5.1.8. Individuals wishing to be a LINC or LINC Advisory member must complete an application form, (found on website) and submit to the President by letter, fax, e-mail or in person.
 - 8.1. Criteria for the selection of LINC table officers should include:
 - 8.1.a. Past experience in bargaining
 - 8.1.b. Knowledge of bargaining processes including provincial legislation relating to bargaining and bargaining formats
 - 8.1.c. Knowledge of the local agreement and its terms
 - 8.1.d. Ability to be an advocate for teachers
 - 8.1.e. Strong communications skills
 - 8.1.f. Experience with RPSTA and/or STF
 - 8.1.g. Diversity
 - 8.1.h. Succession planning with respect to experience on LINC.
 - 8.2. The Executive shall, prior to the commencement of a new round of bargaining, review the list of applicants for LINC table officers and LINC Advisory members. Executive may establish a subcommittee to interview applicants.
 - 8.3. The Executive shall determine, by secret ballot, LINC table officers to sit with the President, and the Advisory members for the upcoming term.
 - 8.4. The list of LINC table officers and Advisory members shall be presented to the Assembly.
 - 8.5. Should a LINC table officer resign, retire or become unable to fulfill their role during their term; the LINC team may recommend to the Executive Council that a replacement table

officer from Advisory be appointed for the remaining portion of the term. Executive may appoint a replacement to the LINC Advisory for the remainder of the term.