



November 12, 2009

TO: All Board Chairs of Public, Francophone and Separate School Boards  
Presidents of ATA Locals

**Government and Alberta Teachers' Association Agree to Arbitration**

In 2007, a five-year agreement for labour peace in education was achieved. In the spirit of this agreement, the Government of Alberta and the Alberta Teachers' Association (ATA) have agreed to participate in an arbitration process to settle teacher salaries for the 2009/10 school year.

The arbitrator will clarify how a formula linking teacher salary increases with annual changes in Alberta Average Weekly Earnings (AAWE) is to be applied. The two parties have agreed to refer this matter to arbitration under Clause 9.1 of the original (2007) Memorandum of Agreement (MOA) between government and the ATA.

Questions concerning the interpretation of the MOA and the resulting collective agreements between individual school boards and the ATA locals emerged earlier this year when Statistics Canada introduced changes in the way the AAWE was calculated.

Government and ATA have jointly agreed to name Mr. Andrew Sims, Q.C. as the arbitrator and are working to expedite the arbitration process. The arbitration hearing is scheduled to occur on January 23 and January 24, 2010. Both the government and the Association believe that a single provincial arbitration process is the most efficient and cost-effective way to settle the salary issue.

The parties agree that when the arbitration decision is determined, the ATA intends to implement the result of the arbitration, whatever it is, in each of the bargaining units, provided the respective school boards also implement the result and the Minister uses his best efforts to ensure all school boards do so.

*Original Signed*

Dave Hancock, Q. C.  
Minister  
Alberta Education

*Original Signed*

Carol D. Henderson  
President  
Alberta Teachers' Association

CC: Heather Welwood, President, Alberta School Boards Association