What is a collective agreement?

It’s a contract between the SFU Childcare Society (SFUCCS) and the BC Government and Services Employees’ Union (BCGEU) local. The agreement specifies the terms and conditions of employment (e.g., wage scale, benefits, working conditions for our childcare educators) and management rights. It also specifies a grievance process for resolving any dispute between educators and the employer (SFUCCS) regarding interpretation or application of the collective agreement.

You can read our 2015-2019 collective agreement on the BCGEU website:


Who is involved in the negotiating process?

At the negotiating table, unionized SFUCCS educators are represented by a negotiator appointed by the provincial BCGEU office and a bargaining committee comprised of three educators elected by their peers.

SFUCCS is represented by a negotiating team comprised of our Executive Director and a Program Director(s), with support from a labour negotiator or lawyer as needed, and a note taker.

Is the SFUCCS Board involved in negotiations?

The SFUCCS Board forms the Bargaining Liaison Committee (BLC), whose members are officers of the Board who provide finance, sustainability, and communications expertise.

The Board at large is kept informed of major developments but is not directly involved until there is an agreement on which to vote.

How will I receive updates/communications during the bargaining process?

All updates will be sent out from the Executive Director via email and will also be posted onto our website: https://www.sfu.ca/childcare

Please direct any questions or comments regarding the bargaining process to the Executive via phone (778-782-3226) or email (ccsadmin@sfu.ca).

Asking educators questions about the bargaining process can put them in a difficult position due to union confidentiality. In order to support the educators during this process, they have been advised to direct any questions to the Executive Director.