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C515289

April 11, 2016

All Staff  
Adult Custody Division

**Re: Review of Adult Custody Regular Seniority Hours**

A review of regular service seniority hours commenced in 2012. The majority of correctional centres completed the review and are now calculating regular service seniority based on hours – as per the collective agreement.

The reviews at Kamloops Regional Correctional Centre (KRCC), Prince George Regional Correctional Centre (PGRCC) were not completed and were put on hold after some anomalies were noticed.

The Employer and the Union have since met and confirmed:

- Seniority is based on hours of regular service seniority earned
- Adjustments to regular service seniority are only made in accordance with the provisions of the collective agreement
- Regular service seniority hours are to be reviewed, updated and posted at each centre on an annual basis on or before December 31<sup>st</sup>
- Regular seniority hours are used for seniority ranking related provisions (i.e. vacation scheduling)

Based on this clarification, the review conducted at KRCC and PGRCC will re-commence as soon as possible.

Once the review is complete, the Employer will compare the results against the previously established seniority list. As was done at other centres, if the review results in adjustments to service seniority hours, the Employer will meet with affected staff prior to releasing the results of the review to identify the specific occasions and related contract language that resulted in the employee having their service seniority adjusted.

Stephanie Macpherson  
Provincial Director  
Adult Custody Division

Dean Purdy  
Vice President and Component 1 Chair  
Corrections & Sheriff Services  
BCGEU

Attachments

**Meeting Re: Adult Custody Regular Seniority List  
March 11, 2016**

**Attendees:**

Dana Tadla            Mike Eso  
Myra Luknowsky    Dean Purdy  
Selina Lew

**Adult Custody Regular Service Seniority List**

**Accumulated Regular Seniority Hours:** Seniority hours will be reviewed, updated and posted at each centre on an annual basis by December 31<sup>st</sup>. Seniority ranking will only change as per the provisions outlined in the collective agreement. Otherwise, seniority ranking remains the same.

**Public Service Start Date:** This is the date the employee started in government.

**Regular Start Date:** This is the date the employee was appointed to a regular position or became regular through conversion.

Note: Start dates for staff who became regular through conversion prior to 2005 (when the first PTR agreement was reached) were adjusted to the 1st of the month in which they reached 1827 hours/or received their benefits.

*The above is applicable to Adult Custody only, it is meant to clarify administration of regular seniority ranking and is not intended to amend the provisions of the Master Agreement. In the event of a conflict, the Master Agreement shall prevail.*

Without Prejudice

Notes from Service Seniority discussions between  
the BCGEU Component 1 and Adult Custody Division

First and foremost, service seniority will only change as outlined in the collective agreement.

For illustrative purposes, below is a list of examples of some situations where a full-time regular employee would not accrue hours toward service seniority (*this is not an exhaustive list*):

All leaves without pay for periods over 30 calendar days (except as provided in Article 11)  
Time on LTD (except rehab employment)  
Time on lay-off (*per Article 13*)  
Deferred Salary *Leave*

Other clarifying notes:

Leave without pay for 30 calendar days or less: Subject to the above, a regular full-time employee accrues 1827 hours of service seniority per year. Where a regular full-time employee is on an approved leave of absence without pay for 30 calendar days or less, they will continue to accrue hours towards service seniority.

Employees will continue to accrue service seniority while on an *accepted* WSBC claim.

Employees will continue to accrue service seniority *for hours worked* when on a rehabilitation return to work trial and employment.

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