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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 31st
- 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 31st. 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.