



# FYI



| PLEASE POST |

**Date:** November 12, 2019

**To:** All Employment and Assistance Workers (EAW)

**Re:** Classification Appeal Update

The EAW classification appeal is proceeding pursuant to Article 28.3 of the Main Public Service Agreement. The Government and Service Employees' Union (union) and the BC Public Service Agency (PSA) have been negotiating terms and logistical details relating to the appeal process, and specifically Clause 28.3 (d) regarding setting up joint onsite visits in order to clarify assigned duties.

Given the large number of EAWs, it is not possible to have input from everyone. We have therefore agreed to visit several EAW worksites, including Abbotsford, Nanaimo, Strathcona, Surrey North and the Lower Mainland Contact Centre as locations that will provide a cross section of multiple aspects of EAW work, including various streams and job functions. We intend to hold two meetings before the end of the year, and the balance early in the New Year, with exact dates to be determined.

These onsites will be an opportunity for representatives from the union and PSA to meet with several EAWs, supervisors and excluded managers. Our goal is to learn and understand all aspects of EAW work in order to ensure that a full, complete and accurate job evaluation can be conducted under the Public Service Job Evaluation Plan (the plan). Most EAW representatives at these locations have been in the EAW position for many years, and will be able to speak to changes in EAW work over time, as well as to current duties and working conditions.

At each of these worksites, we will spend part of the day observing different aspects/streams of EAW work, being able to ask questions as we move through the office seeing work being done. Part of the day will also include a meeting with the EAW representatives as well as the included supervisor and excluded manager, to ask any specific questions we may have that may not have related to observing the work.

In order to prepare for the onsites, we have asked some EAW representatives at the various locations to complete some information in advance which we hope will assist us prepare for the onsites. We also hope it will help those EAW representatives know about the kind of information that will assist us. We will also be open to receiving additional information from the representatives after the meetings, whether specific examples we have requested, or information that an EAW believes we should take into consideration.



The onsite visits will form the basis for an updated PSA written rationale for all factors relating to the EAW position. As mentioned in an earlier FYI bulletin, the test for changing a factor rating is whether the work being evaluated has changed materially or significantly enough to change one or more factors from the current level, in comparison to benchmark jobs. As in all appeals, factor ratings can go up or down, or stay at the same level. The main comparisons would include the original 1998 FAW or other benchmarks. In the case of the EAW, the 2007 Costa arbitration decision on four factors is also a precedent that must be taken into account. We are unable to compare to other existing jobs that have not been agreed between the parties, including the recent Community Outreach Worker.

Any further steps in the appeal process after receiving the PSA's rationale, if necessary, will be made in consultation with the EAW representatives and current et al appellants.

Please note that we have created a section on the Component 6 Resources webpage where we will post updates as the appeal progresses. We will also post the Costa decision, a link to the FAW benchmarks and some FAQs about the plan and appeal process in general.

In solidarity,

Judy Fox-McGuire – Component 6 Vice-President  
Jennifer Jordan – Staff Representative, Negotiations

**Reminder:** BCGEU members are getting a new Member ID card this fall; make sure your mailing address is up to date. Go to [www.bcgeu.ca/card-questions-for-details](http://www.bcgeu.ca/card-questions-for-details).

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