



FYI



| PLEASE POST |

Date: December 2, 2019

To: Members who filed classification appeals relating to
Ministry of Forests, Lands & Natural Resource Operations (FLNRO)

Re: FLNRO Appeals Update

The BC Government and Service Employees' Union (BCGEU) and the BC Public Service Agency (PSA) continue to work as a Joint Technical Working Committee (JTWG) on the FLNRO appeals.

The FLNRO CRP appeal process is taking more time than originally anticipated. We had expected and unfortunately communicated expectations that we would be completing many cases expeditiously. In many instances we have, but for others there is more work required in order to ensure that we have made the right decision and considered all information. As we have been encouraging the submission of work examples in order to truly understand your jobs, this also increases the diligence we must apply in order to consider all these examples. This is particularly true for group appeals, where many individuals are submitting examples. We do not want to discourage this because the committee feels we want to get each decision right and not miss any valuable information that ought to have been considered. But it does add to the timelines for completion of the analysis and evaluation process, more than we had originally anticipated.

As a result, the parties have agreed that we will not be able to begin further appeal meetings until mid-2020, in order to allow us to finish our backlog and plan for the next rounds.

Please see the updated chart below as to the status of all appeals. Note:

- If your appeal has already had an appeal meeting with the JTWG, we are working to finalize a decision as soon as possible, but **it will be into 2020 before you receive a final decision**. At this point, we do not want to commit to exact dates, as the committee realizes we have already not met earlier expectations that we had communicated and we need to be realistic given our experience to date.
- If we have not yet contacted you to arrange an appeal meeting or sent you a formal Request for Information, we will not be able to proceed with your appeal **until at least mid 2020**.

Your retroactive pay, in the event of success, is protected through the previously agreed upon Memorandum of Agreement. **Note:** Retroactive pay calculations include all necessary pay adjustments while a member was occupying a reclassified position, including associated pension adjustments through the Public Service Pension Plan.



If you have left or will be leaving the BC Public Service, we need personal contact information provided in order for retroactive pay to be actioned, should you be eligible at the conclusion of a committee decision. If we do not have your current contact information, we cannot action retroactive pay or confirmation of the appeal outcome. **Please keep the BCGEU up to date with your personal (home) contact information at ClassificationAppeals@bcgeu.ca in order to share with the PSA for decision implementation.**

As we have previously said, if you retire or move to another position before your appeal is heard:

- Consider setting aside work examples that will demonstrate the highest level of complexity of your work. The best work examples will be narrative examples that are detailed, specific, practical and relevant to important aspects of your work under appeal.
- If you think you will need to refer to examples involving actual emails, reports etc., consider sending these in advance to the JTWC for us to access during the appeal, although we will be asking for specific information once we begin work on your appeal.

Below is the current status of appeals.

Completed: Twenty-four appeals are fully completed, of which **14** resulted in retroactive pay:

Changes from September 2018 are shown in **bold**.

Job Title	Original Classification
Billing Support Analyst	Clk 14
Business Admin Officer	AO18
Certification Standards Officer	STO 21
Client Services Assistant/Representative	Clerk 9
Coast Check Scaler	TEO 18
Ecosystem Biologist	BIO 24
Fire Camp Coordinator	MACH OP 13
FWL Permit Administrator	Clerk 11
Geospatial Analyst	STO21
Geospatial Technician	STO18
Head, Dam Safety	STO 30
NRO - Supervisor	STO 24
Parks Permit Administrator	Clerk 11
Program Assistant	Clerk 9
Provincial Chainsaw Coordinator	STO 21
Regional Appraisal Administrator	Clerk 14
Regional Tenures Analyst	AO 14
Resource Technologist	STO 18
Revenue Supervisor	STO 24
Senior Business Information Manager	AO 27
Stock Assessment Scientist	BIO 27



Strategic Resource Management Analyst	AO 18
Team Lead Geomatics	STO 24
Technical and Office Services Administrator	Clerk 9

In Progress: The following have had appeal meetings, with decisions outstanding at various stages of completion. **Bold font indicates jobs next in line for completion:**

BCTS Eng. Spec.	STO 24
Branch Coordinator	Clerk 9
Chainsaw Specialist	STO 18
Communications Assistant	CO 14
Communications Officer	CO 21
Dispatch Lead	Clerk 11
Dispatch Supervisor	Clerk 14
Dispatcher	Clerk 9
Eng. Officer - Reg. Ops	STO 24
Eng. Specialist/Technician	STO 21
Engineering Specialist/Technician - BCTS	STO 21
Equipment and Machinery Mechanic	MACH OP 14
Fire Crew Leader - Initial Unit Attack	STO 13
Fire Crew Member	FTR 7
Fire Crew Supervisor	STO 18
Operations Assistant	FTR 7
Portfolio Administrator	AO 14
PWRC Supervisor	Clerk 14
Regional Scaling & Billing Officer	AO 24
Resource Specialist - Revenue	STO 21
Revenue Technician	STO 18
Safety & Staff Development	STO 21
Scaling & Waste Specialist	TEO 18
Scaling Officer Interior	TEO 21
Sr. Engineering Specialist	STO 24
Wildfire Assistant	STO 18
Wildfire Corporate Services Admin.	AO 14
Wildfire Officer	STO 24
Wildfire Risk Coordinator	Clerk 11
Wildfire Services Clerk	Clerk 9
Wildfire Technician	STO 21

On Hold: The following appeals are on hold where the Committee wishes to hold until related jobs are reviewed, or at the request of the appellant and supported by the committee, and where further consultation is required between the parties.

GIS Analyst FCBC	STO 21
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Policy Analyst	AO 24
Pricing and Tenures Administrator	Clerk 11
Regional Scaling Specialist, Coast	TEO 21
Resource & Contract Admin	Clerk 11
Resource Info Technician	STO 15
Senior Project Manager	STO 27
Water Info Technician	STO 15

Outstanding Appeals: Appeal meetings are still to be set for the following:

Area Residual Waste & Export Specialist	STO 21
Assistant Water Manager	STO24
Authorization Technician	STO 18
BCTS Resource Technologist	STO 18
Contract Manager	Clerk 11
District Recreation Officer	STO 24
IMIS Administrator	Clerk 14
Land & Resource Coordinator	STO 24
Land & Resource Specialist	STO 27
Natural Resource Specialist 21	STO 21
Operation Technician	STO 21
Records Clerk	Clerk 9
Recreation Technician	STO18
Resource Assistant	STO15
Stewardship Technician	STO 18
Wildfire Records Clerk	Clerk 9

Withdrawn: Four

Reminder: BCGEU members are getting a new Member ID card in the near future; make sure your mailing address is up to date! Go to www.bcgeu.ca/card-questions for details.

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