Date: June, 2018

To: Social, Information & Health Component
   Component 6

Re: Tentative Agreement

The union told the employer that members are overworked, under-resourced and under pressure. Our members need support, a commitment of better communication and respect in the workplace. The union expressed concern about the number of members leaving the public service, and the overall decline in employee satisfaction indicators. Members want opportunities to develop themselves, and this in turn, supports both retention of staff and succession planning.

Employer proposals ranged from distinguishing training provisions from the component and public service agreements to the expansion of primetime vacation and vacation scheduling.

The union presented member concerns regarding workload, unfilled vacancies, and retention.

The union rejected the expansion of primetime vacation. At the component table, the union achieved an agreement on acting opportunities. At the main table the union achieved agreements on itinerant office staffing, departure survey, and workload measurement tool. These items will be expanded in the main table ratification bulletin.

The Component 6 Bargaining Committee is recommending ratification of the tentative 18th Social, Information and Health Component Agreement.

In solidarity
Judy Fox-McGuire, Vice President, Social, Information and Health Component
Cynthia Egli, Committee Member
Darryl Flasch, Committee Member
Andrea Mitchell, Committee Member
Shirley Kay, Committee Member
Lisa McDonald, Committee Member
Megan Ashbury, Coordinator, Advocacy
RATIFICATION DOCUMENT

EIGHTEENTH COMPONENT AGREEMENT

between the

GOVERNMENT OF
THE PROVINCE OF BRITISH COLUMBIA

represented by the

BC PUBLIC SERVICE AGENCY

and the

B.C. GOVERNMENT AND SERVICE
EMPLOYEES’ UNION (BCGEU)

Representing employees of the

SOCIAL, INFORMATION & HEALTH COMPONENT

Effective from April 1, 2014 to March 31, 2019
ARTICLE 6 – CAREER DEVELOPMENT

6.3 Professional Development

(a)(1)(2)(3) – No change

(4) A maximum of two of the 10 Professional Development Days shall be available to undertake research of work related topics approved by the supervisor. Scheduling shall be by mutual agreement.

A request for leave under this clause must include a research plan and the employee will be required to submit a report upon completion.

Professional Development leave shall not be used for leave already available via Article 20.8 "Educational Leave" of the Public Service Agreement.

(b)(c)(d)(e) - No change

ARTICLE 14 - TERM OF AGREEMENT

14.1 Duration

This agreement shall be binding and remain in effect to midnight March 31, 2019 March 31, 2022.

14.2 Notice to Bargain

(a) This agreement may be opened for collective bargaining by either party giving written notice to the other party on or after January 31, 2019, but in any event, no later than midnight March 31, 2019.

(b) Where no notice is given by either party prior to January 31, 2019, both parties shall be deemed to have been given notice under this clause on January 31, 2019, and thereupon Clause 14.3 applies.

(c) All notices on behalf of the Union shall be given by the President of the Union or a designate, and similar notices on behalf of the Employer shall be given by the Head of the BC Public Service Agency.

14.3 Commencement of Bargaining

Where a party to this agreement has given notice under Clause 14.2, the parties shall, within 14 days after the notice was given, commence collective bargaining.

14.4 Changes in Agreement

Any change deemed necessary in this agreement may be made by mutual agreement at any time during the life of this agreement. Such agreed changes shall be incorporated into this agreement as an addendum.

14.5 Agreement to Continue in Force

Both parties shall adhere fully to the terms of this agreement during the period of bona fide collective bargaining.

14.6 Effective Date of Agreement

(ii)
The provisions of this agreement, except as otherwise specified, shall come into force and effect on April 1, 2014.

**LETTER OF INTENT 1**
Recreational Use of Employer's Vehicles and Communication Facilities

It is the intent of the Employer that where employees are required to obtain accommodation at a point distant from their place of residence, they will be permitted reasonable personal use of an Employer's vehicle, if available, during their nonworking hours.

The Employer recognizes the frequent isolation of some of the employees as a result of the nature and location of the Employer's operations. The Employer, therefore, agrees to permit reasonable personal use by employees in Appendix 3 of the communication facilities at the worksite.

*Dated: August 18, 1998*

This letter shall exist for no longer than the term of the 18th Social, Information and Health Component Agreement

**Dated: May 1, 2018**

**LETTER OF INTENT 2**
Security for Employees

It is the intent of the parties that employees, in workstations where there is a potential for violence from outside parties, shall pursue the matter through Local Occupational Health and Safety Committees.

Appropriate security systems shall be considered by the Local Occupational Health and Safety Committees. The Ministries affected shall use the information and recommendations from these Committees to continue, on an ongoing basis, the implementation of security systems, subject to such matters as:

1. physical structure of the offices
2. funding being available
3. priorities of facilities to be affected
4. type of system to be adopted
5. Employer and employee wishes

*Dated: August 18, 1998*

This letter shall exist for no longer than the term of the 18th Social, Information and Health Component Agreement

*Dated: May 1, 2018*
LETTER OF INTENT 3
Ministry for Children & Families—Ministry of Children and Family Development

(1) Audits
   (a) The Employer and the Union recognize that operational reviews and practice audits can contribute to improve the quality of service to the public and enhance employee performance.
   (b) The Employer agrees that any audit or review will utilize the ministry standards in place at the time of service to evaluate the quality of the work.
   (c) The Employer agrees that data collected from audits or reviews is confidential and, subject to requirements of applicable legislation, will only be released publicly in a manner that individuals are not identified.
   (d) Should an individual need to be identified internally, or should corrective action be required, the standard of just cause will apply.

(2) Training
   (a) Employees will be trained as required for new or significantly changed programs, services, procedures or protocols.
   (b) The ministry will advise the Union with as much advance notice as possible of the new or changed programs, services, procedures or protocols, in order that consultation may take place, where warranted.
   (c) The employee will be advised, prior to training, of the required standard.

(3) Provincial Legislation
   (a) No employee will be directed to act in contravention of any provincial statute or regulation.

Dated: August 18, 1998

This letter shall exist for no longer than the term of the 18th Social, Information and Health Component Agreement

Dated: May 1, 2018

LETTER OF INTENT 4
Acting Opportunities

The Employer agrees that acting opportunities are important for career development. The Employer will make every reasonable effort to offer acting opportunities on a transparent, fair and equitable basis to regular employees who are qualified to perform the work. This may include identifying qualified employees for staffing future temporary vacancies.

This letter shall exist for no longer than the term of the 18th Social, Information and Health Component Agreement

Dated: May 4, 2018
LETTER OF UNDERSTANDING 1
Workload

This letter is to confirm, on behalf of the Employer bargaining committee, assurances made to your committee during the 12th Social, Education & Health Services Component negotiations.

Employees are expected to work their scheduled hours of work and to do so in an efficient manner. Employees should not work unpaid overtime hours to complete work they are unable to complete in their scheduled shift.

Dated: January 17, 2001

This letter shall exist for no longer than the term of the 18th Social, Information and Health Component Agreement

Dated: May 1, 2018

LETTER OF UNDERSTANDING 2
Workload

This is to confirm the agreement of the Employer that the Ministry of Employment and Income Assistance Social Development and Poverty Reduction (or its successor ministry) Article 29 Committee will conduct a workload analysis where the Committee has concluded that it would contribute to correcting conditions causing grievances and misunderstandings. The Committee will make appropriate recommendations. Consideration will include a determination of the level at which the analysis should occur, whether office by office, or an individual level, or generically.

Dated: January 19, 2001

This letter shall exist for no longer than the term of the 18th Social, Information and Health Component Agreement

Dated: May 1, 2018

LETTER OF UNDERSTANDING 3
Training for IT Workers

This letter will confirm our understanding that the Employer and Union will establish a committee to discuss skills acquisition and development for Systems employees within the Public Service.

The Committee will be comprised of an equal number of union and employer representatives and will meet at the call of either party.

It is further understood that this letter in no way amends, modifies or alters the terms of the 17th Master 18th Main Public Service or Social, Information & Health Component Agreement(s).

The Committee shall exist for no longer than the term of the 17th 18th Social, Information & Health Component Agreement.

Dated: February 19, 2010
MEMORANDUM OF UNDERSTANDING #1
Between
THE PROVINCE OF BRITISH COLUMBIA
As represented by the
BC PUBLIC SERVICE AGENCY (BCPSA)
AND
THE BC GOVERNMENT AND SERVICE EMPLOYEES’ UNION (BCGEU)
Regarding:
A Sub-Committee of the Ministry of Public Safety and Solicitor General
Article 29 Committee

For the purpose of ensuring ongoing cooperation and consistent provincial understanding, the parties agree to establish a sub-committee of the Ministry Article 29 Committee.

The terms of the Committee are:

1) To discuss issues which arise in the Community Corrections Division, including workload concerns;
2) To consult respecting in-service training;
3) To consult on any other matters deemed useful in developing and maintaining positive employee relations;
4) To act as a vehicle to discuss issues of concern to members and management.

The parties will meet as soon as is practicable prior to the Ministry of Public Safety and Solicitor General Article 29 Committee meeting, or at the call of either party with reasonable notice at a mutually agreeable location.

The composition of the Community Corrections Article 29 sub-committee will be two appointees from each party. The Committee may call upon additional persons for technical information or advice.

The Memorandum of Understanding will be in effect for the balance or the 18th Public Service Agreement.

Dated: May 1, 2018
(NEW)
MEMORANDUM OF UNDERSTANDING

BETWEEN:

BC PUBLIC SERVICE AGENCY

AND:

B.C. GOVERNMENT AND SERVICES EMPLOYEES UNION
SOCIAL, INFORMATION & HEALTH COMPONENT

CONCERNING:

MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT (the MINISTRY)

This will confirm the parties agree to establish a Joint Working Group comprised of an equal number of union and employer representatives, not to exceed a total of 6 group members.

The parties agree that the Joint Working Committee will be established, and schedule their first meeting on or before June 15, 2018.

The Joint Working Group is responsible for negotiating an agreement to administer and manage lieu days, pursuant to Articles 17.3 and 17.4 of the Public Service Agreement and Article 3.4 of the Social, Information & Health Services Component for all employees based at the Vancouver and Surrey offices of the Centralized Screening Unit, as well as employees at the South Fraser Response team and any other work units the Joint Working Group determines are impacted by this.

The Joint Working Group shall further be responsible for reviewing the Memorandum of Understanding between the parties concerning the Ministry of Children and Family Development Centralized Screening Graveyard shift for purposes of renewal/extension.

The Joint Working Group may also discuss other matters deemed useful in developing and maintaining positive employee relations at the Vancouver and Surrey offices of the Centralized Screening Unit, as well as employees at the South Fraser Response team and any other work units the Joint Working Group determines are impacted by this.

The parties recognize that the issue in dispute is contractual and that this MOU and any agreed upon proposals/resolutions are outside of the 18th Public Service Collective Agreement.

The parties agree that the Settlement Agreement signed August 22, 2017 will remain in force and in effect until the Joint Working Group concludes.

It is further understood that this letter in no way amends, modifies or alters the terms of the 18th Public Service Agreement or Social, Information & Health Component Agreement or Administrative Services Component Agreement(s).

This letter and Joint Working Group shall exist for no longer than the term of the 18th Social, Information & Health Component Agreement.
Dated: May 4, 2018
MEMORANDUM OF UNDERSTANDING

BETWEEN:

BC PUBLIC SERVICE AGENCY

AND:

B.C. GOVERNMENT AND SERVICES EMPLOYEES UNION
SOCIAL, INFORMATION & HEALTH COMPONENT

CONCERNING:

COMMUNITY CORRECTIONS, MINISTRY OF PUBLIC SAFETY AND SOLICITOR GENERAL (the MINISTRY)

Employees with Community Corrections, Ministry of Public Safety and Solicitor General in positions requiring travel from their headquarters and overnight accommodations to staff an Itinerant Office may seek approval to work additional hours within the parameters of a regular work day as defined by the component agreement (not to exceed 9 hours). If operationally feasible and agreed to, the extra time would be built into the schedule for the two-week pay period.

This would be a pilot and would expire at the end of 2019 unless renewed by mutual agreement. It would be agreed to on a without prejudice basis and would not be subject to Article 14.2, "Work Schedules" of the Master Agreement.

Dated: May 4, 2018

(New)

Letter:

Re: Workload

With regard to the “Working Group on Staff Issues” in the Ministry of Child and Family Development (MCFD) and the Article 29 sub-committee in Public Safety and Solicitor General (PSSG), the Employer commits to continue providing the Union with updates regarding workload measures and allocation of existing resources as well as having an ongoing dialogue with the Union on workload issues and potential strategies for addressing workload concerns.

The Employer looks forward to meaningful discussions through those joint committees. As an indication of our commitment, the Deputy Minister of MCFD will serve as the co-chair of the MCFD working group.

Dated: June 8, 2018

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