



PLEASE POST

Date: June 25, 2018
To: Community Program Officers and Child Protection Workers
Re: Component 6 Benchmark Reviews and Appeals

If the B.C. Government and Service Employees' Union (the union) ratifies the 18th Main Public Service Agreement (the agreement), here is what you need to know if you are in a job linked to a benchmark (BM) review.

- **BM058 – Financial Assistance Worker, now known as Employment Assistance Worker (EAW)** – we will bring the appeal related to this BM out of abeyance.
- **BM059 – Child Protection Worker** – we will withdraw this appeal given that the position will receive a two grid TMA during the term of the agreement.

The EAW appeal will proceed in place of the BM review. We will follow the same appeal process pursuant to Article 28.3 as for all appeals, including a thorough review of the work your position currently performs. If we are unable to agree with the Public Service Agency (PSA) on updated factor ratings, we will be able to pursue a remedy through arbitration, and therefore no one will be prejudiced by the BM review cancellation.

What changed to decide this is a better approach?

Overall, the BM review process had become more complex and time consuming than originally expected. In the context of BMs, it is also important to understand that the employer holds the EAW BM to a higher test because it is a foundational or cornerstone benchmark, that is, it was part of the original negotiations when the parties were establishing the Plan and other BMs in the 1990s.

In 2015 and 2016, in BM reviews from earlier collective agreements, we agreed with the PSA on updating some factors in seven BMs, however, we disputed numerous factors before a classification referee. Despite good arguments, we were unsuccessful with any of our disputed factors. We learned through the BM review process that the onus in changing BM ratings is extremely difficult.

Overall, this will be an administrative change in how we deal with your classification issue under the collective agreement. You will continue to have a full and administratively fair process for your classification appeal.

We will keep you updated with further details upon ratification.

In solidarity,

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