

KNOW YOUR AGREEMENT

APPENDIX H | Professional Employee Recognition Leave for Meritorious Service in Response to Emergencies

JUNE 2019

With flooding, landslides, fires and other emergencies that threaten the public, PEA members are called upon to put in extraordinary hours that exceed their normal work hours and course of duties. In some cases, this work is performed without knowing what, if any, compensation will follow. It is important that members keep track of their hours worked.

Even with the improvement made in the last round of bargaining that provides that once the recognition process has been activated, the period of compensation will include the two weeks prior to the effective date of the activation, members continue to express their frustrations with the compensatory structure. Members would like to see compensation at time and a half or double time, depending on hours worked.

Let's review the language in the collective agreement. (New language is underlined below.)

The following guideline establishes a government-wide approach to granting regular full-time professional employees leave for meritorious service in response to emergencies:

1. If the deputy minister responsible for the Provincial Emergency Program, in consultation with the deputies of the ministries directly impacted by an emergency situation, gives written approval to activate the recognition process, regular full-time professional employees who perform duties outside their normal responsibilities will earn leave entitlement calculated on the following basis:

- One (1) hour for every hour worked above and beyond normal work hours during the regular work week; and

- One (1) hour for every hour worked on a day of rest.

2. Once the recognition process has been activated, the period of compensation will include the two weeks prior to the effective date of the activation. Compensation for that two-week period will be the same as set out in 1, above.

3. Time off shall be taken by mutual agreement subject to operational requirements. Any time remaining as of March 31 of the following calendar year shall be paid out.

4. Leave entitlement as calculated above shall not be grievable, but will be reviewed by the ministry involved upon employee request.

Frequently Asked Questions

Can we change our compensation for meritorious service so that we get time and a half or double time like BCGEU members get?

The collective agreement between the PEA and the Province of BC expires March 31, 2022. The bargaining team, after consulting with the members, will determine whether language that seeks improvement to meritorious service compensation beyond the scheme outlined above is proposed.

The PEA would welcome positive changes to the compensation structure outside of bargaining although we are not optimistic that this will come from the employer.

In the last few rounds of bargaining, improving Appendix H was a priority for the GLP bargaining committee. The employer refused to make any compensatory changes to

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Appendix H such as time and a half or double time without the PEA's agreement to change the special compensation of seven per cent of basic salary that regular full-time employees receive (i.e.OSS - see article 15 in the collective agreement).

Who does Appendix H apply to?

Appendix H applies to all regular full-time employees who perform duties outside their normal responsibilities in response to an emergency that has received written approval from the deputy minister.

If employees are not on TEAMS deployment and are performing duties outside their normal responsibilities, employees should discuss their particular circumstances with their supervisors/managers to determine whether Appendix H applies. If employees are told it doesn't but believe that it should, they should contact the PEA.

In some cases, blanket approval is given (e.g., wildfire) whereas in others (e.g., floods) months go by before decisions are made to apply Appendix H.

Does the special compensation of seven per cent of basic salary that regular full-time employees receive apply to Appendix H?

Yes. The special compensation of seven per cent of basic salary that regular full-time employees receive applies on Appendix H.

What method and rate of compensation do auxiliary PEA employees receive while working overtime on a wildfire TEAMS deployment?

The application of overtime in Article 16 of the collective agreement applies to part-time and auxiliary employees.

For an office status PEA member, when on a wildfire TEAMS deployment, is there meal compensation for days in the field and/or on travel status? If so, how are these meals to be claimed?

Meal allowances as provided for in the collective agreement continue to apply when on travel status. When employees are in the field meals are generally provided therefore there would be no need to claim for anything.