



BACK TO BASICS

UNDERSTANDING YOUR COLLECTIVE AGREEMENT &
RIGHTS AT WORK
2024

P|E|A

BC's Union for Professionals

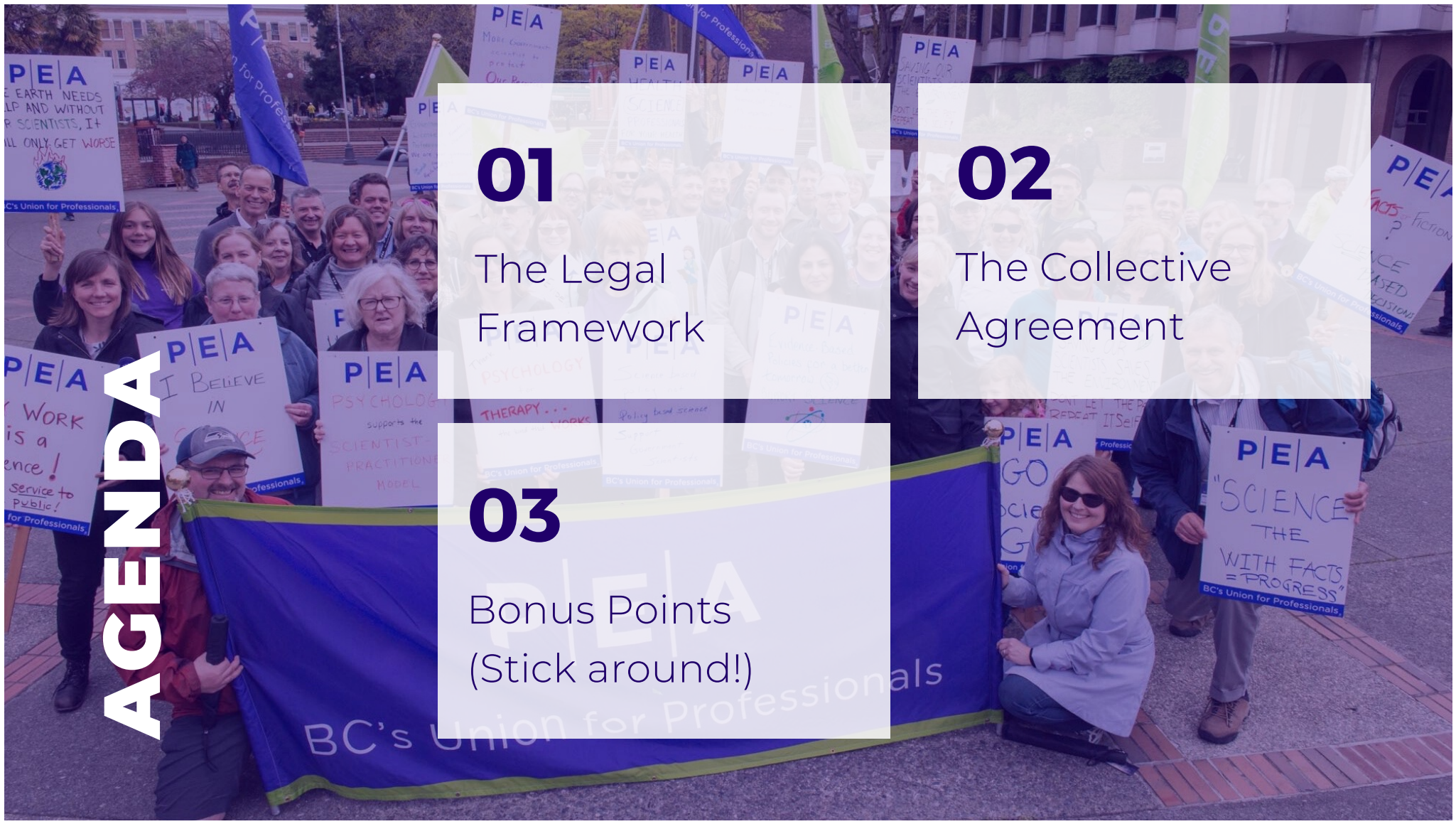
LAND ACKNOWLEDGEMENT

P|E|A

BC's Union for Professionals

The purpose of today's session is to review important and often misunderstood parts of the collective agreement and your rights at work.





AGENDA

01

The Legal Framework

02

The Collective Agreement

03

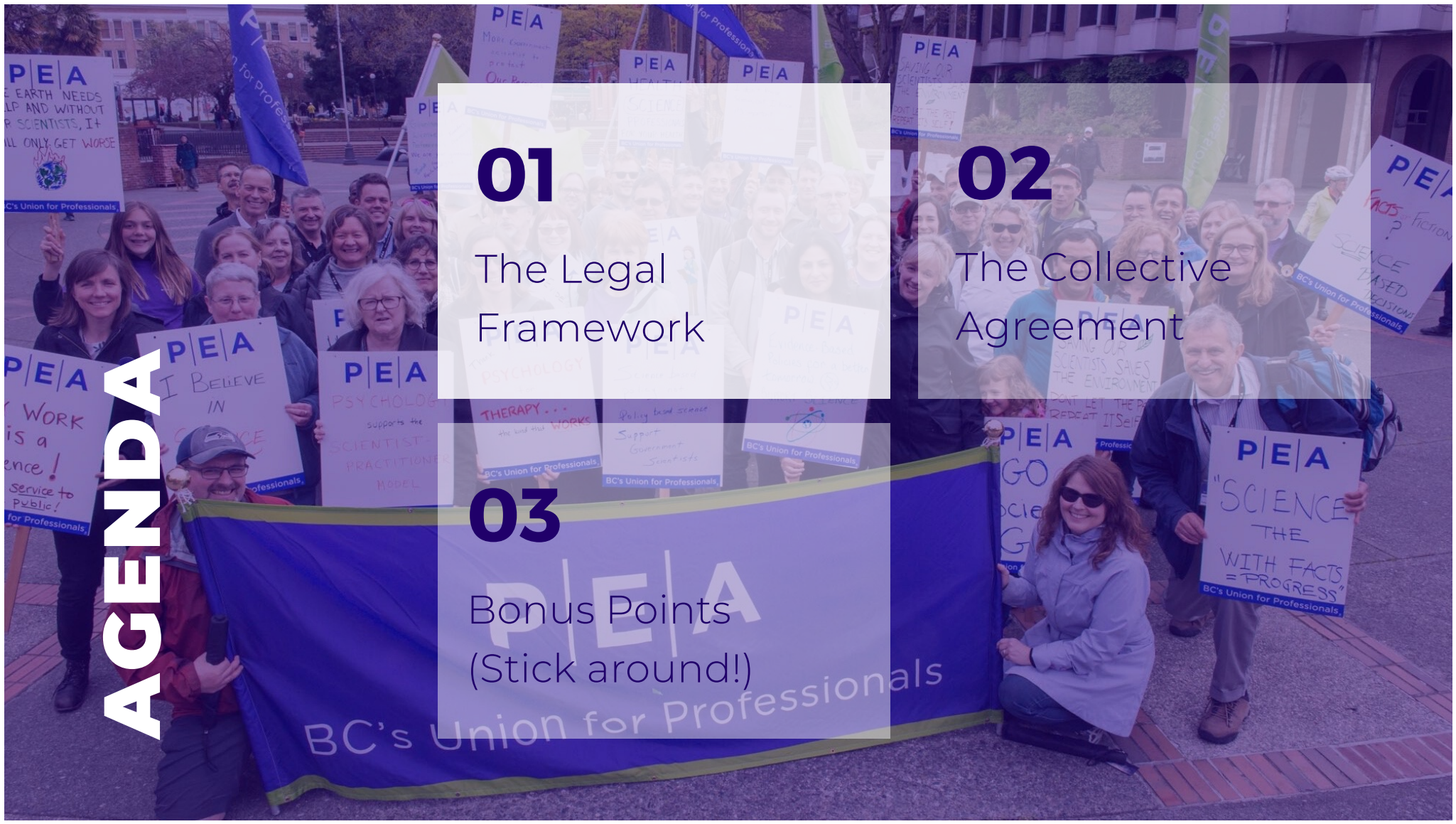
Bonus Points (Stick around!)

The collective agreement is the key document that spells out the terms and conditions of your employment.





**IF RIGHTS ARE NOT
ENFORCED, THEY
CAN BE LOST.**



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STATUTES THAT SET OUT THE EMPLOYMENT FRAMEWORK INCLUDE:

- Labour Relations Code
- The Public Service Act
- Human Rights Code
- Public Service Labour Relations Act
- Employment Standards Act
- Workers Compensation Act



TUG OF WAR BETWEEN EMPLOYERS AND UNIONS REGARDING RIGHTS AT WORK

A photograph of a meeting room with several people seated around a table. The image has a blue tint. Overlaid on the image is the text 'LAWS CHANGE' in large white letters, and a paragraph of text below it. The people in the background are looking towards the right side of the frame. One woman in the foreground is looking down at a notebook. There are glasses of water and a coffee cup on the table.

LAWS CHANGE

We have seen recent changes to the both the BC Labour Relations Code and the Employment Standards Act.

A group of people are gathered in a meeting. In the center, a woman with glasses is smiling and holding several papers. To her left, a man is also smiling. The background shows a bookshelf filled with books. The entire image has a blue tint.

EMPLOYMENT STANDARDS

Employment Standards set out minimum standards for wages and working conditions for most workplaces.



SOME PROFESSIONALS ARE EXCLUDED FROM THE EMPLOYMENT STANDARDS ACT

- Foresters
- Engineers
- Vets
- Lawyers



CHANGES TO EMPLOYMENT STANDARD ACT

- Employer can't take workers tips
- Stronger child employment protections.
- Expanded job-protected leaves (e.g., unpaid domestic violence leave)
- Increases to minimum wage
- 5 days paid sick leave



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PROBATION

- The terms of an employee's period of probation will be as outlined in the Public Service Act.
- Probation is six month.
- Probation can be waived or reduced for appointment with the Public Service.



HOW DO APPOINTMENTS WORK?

Important terms and conditions of employment are found in the Public Service Act and in Article 12 of the Collective agreement (Service Career Policy).

Appointments to and from within the Public Service are based on the principle of merit. There is some consideration for years of service.

There are appeal processes.



Discipline

In all matters involving discipline, the Employer bears the burden of proving just cause.

Members have the right to a union representative.

Disciplinary documents can be removed from an employee's file.



HOURS OF WORK AND SCHEDULING

The average weekly hours of work, exclusive of meal periods, shall be 35 hours.

Work schedules may be altered at any time by mutual agreement within the work unit concerned.



MODIFIED WORK WEEK SCHEDULES AND EARNED DAYS OFF (EDOS)

Modified Work Week schedules are available to PEA members through mutual agreement with management.

Upon mutual agreement, a work unit may establish a work schedule that provides an earned day off.



LETTER OF COMMITMENT

Within the 35 average weekly hours, employees are entitled to the equivalent of two 15-minute rest periods per day.



WHAT IS OSS?

OSS is an in lieu payment of direct compensation for all Overtime, Shift work and Standby work.

Compensation of 7% of an employee's basic salary earned for each calendar year.

Applies to regular full-time employees only.



THE RELATIONSHIP BETWEEN OSS AND HOURS OF WORK SCHEDULES

OSS is for unscheduled work that arises as a part of the work day or work week.



**WHAT IF THE
EMPLOYER
SCHEDULES ME TO
WORK AFTER MY
NORMAL WORK DAY
HOURS OR ON THE
WEEKEND?**



GENERAL LEAVE 5 DAYS with PAY

Leave of absence with pay for purposes other than those specified in the Agreement to a maximum total of 35 hours per calendar year.

General leave is not carried over to the next calendar year. It is advisable to use general leave when possible before other kinds of leave.



CULTURAL LEAVE FOR INDIGENOUS EMPLOYEES (NEW)

Indigenous employees are entitled to up to two days leave with pay per calendar year to observe or participate in traditional Indigenous activities that connect these employees to their culture and language.



BEREAVEMENT LEAVE

Bereavement leave normally provides up to 5 days of leave with pay to employees when there is a death in the immediate family.

Employees can split the five-day entitlement between the date of death and the date of the funeral.



PRO FEES

Regular employees who have completed their probationary period will be entitled to reimbursement in full of their annual licensing fee not to exceed the fee schedule as set on January 1, 2021.



SHORT TERM ILLNESS AND INJURY PLAN

Entitled to a benefit of 75% of pay for a period not to exceed six months.

The 75% benefit may be supplemented—or topped up to 100% of regular pay—by using other available time allotments such as OSS and vacation credits



Five Days Paid Sick Leave at 100%

Members are entitled to five days or instances of illness or injury leave, at full pay, in each calendar year for those who have completed 90 consecutive days of employment.



LONG TERM DISABILITY BENEFIT (LTD)

After six months of sick leave the employee is eligible to receive a monthly benefit as follows:

- 70% of the first \$2,700.00 of monthly earnings; and
- 50% of the monthly earnings above \$2,700.00.



MEDICAL AND DENTAL APPOINTMENTS

Employees are entitled to up to two hours of paid time for medical, dental or midwife appointments.

If the leave from work exceeds two hours, the full leave time shall be charged to general leave, followed by OSS, or annual vacation.



HEALTH SPENDING ACCOUNT

Health Spending Account (HSA) in the amount of \$250 per calendar year for employees who are covered for benefits.



MEDICAL/DENTAL TRAVEL ALLOWANCE

Reimbursement of receipted expenses for accommodation and travel to a maximum of \$1,143.51 per calendar year.

See Article 32.18



GENERAL WAGE INCREASES

April 1, 2022: Increase rates of pay by an average of **3.79%**

April 1, 2023: Increase rates of pay by **6.75%**.
(annualized average of BC CPI over twelve months starting on March 1, 2022 to a max of 6.75%.)

April 1, 2024: Increase rates of pay by the annualized average of BC CPI over twelve months starting on March 1, 2023 to a **minimum of 2.0% and a maximum of 3.0%**.



MORE MONEY IN THE TOP STEP

April 01, 2022 - \$815 annual added to top steps of A and B Grids

April 01, 2023 - \$270 annual added to top steps of A and B Grids

April 01, 2024- \$535 annual added to top steps of A and B Grids



RECRUITMENT AND RETENTION ADJUSTMENTS (RRAS)

Extra money added to the salary grid for positions where the employer can't recruit and retain employees

Examples:

LSO 3, 4 or 5 Designated Professional Engineer (DPE) receive 6.5% in addition to their wages

LSO 3, 4 or 5 Geoscientists receive 3.0% in addition to their wages



INCREMENTS FOR REGULAR FULL-TIME EMPLOYEES

Regular full-time employees may be entitled to an annual merit increase within the salary range for their classification.

The effective date is the first day of the pay period after the employee's anniversary date of appointment to current position.



PUBLIC SERVICE PENSION PLAN (PSPP)

This is a **defined benefits pension plan**.

Enrolment is mandatory regular for employees.

Contributions to your pension are automatic through payroll deductions. Your employer also contributes to your pension.

Pension contributions are now calculated using a single flat rate of 8.35 per cent.

Pension is calculated based on a formula that considers your years of pensionable service, your five highest years of salary, your age and the pension you choose.



THE GRIEVANCE PROCESS

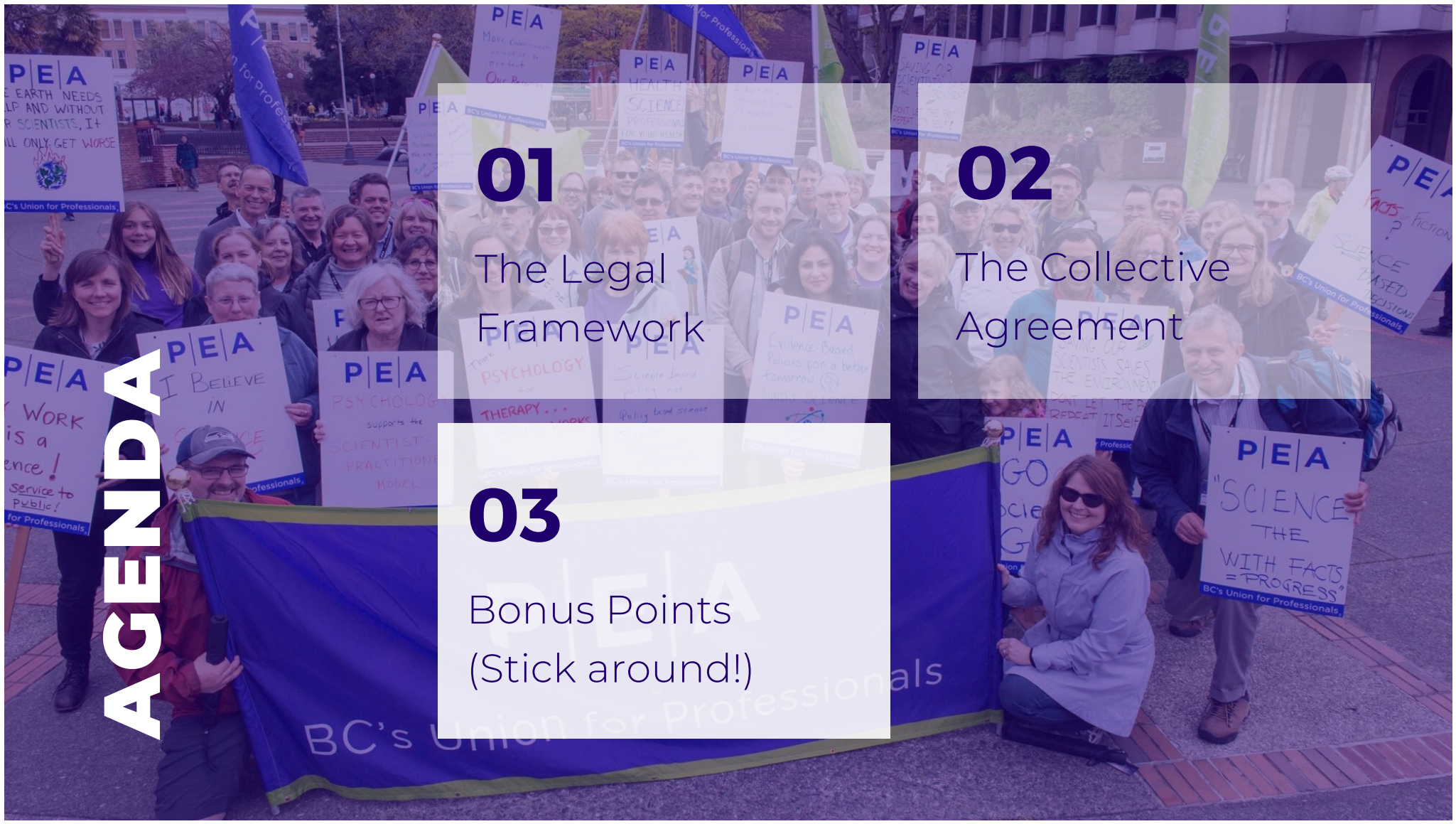
There are 3 steps in the grievance process.

First step is informal.

Second step must be filed within 30 days.

Third step is arbitration.

Contact your local rep or LRO if you have a grievance.



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VACATION CREDITS UPON RETIREMENT

An employee scheduled to retire and to receive a Pension (Public Service) will be granted full vacation entitlement for the final calendar year of service!



RETIREMENT ALLOWANCE AND PRE- RETIREMENT LEAVE

Upon retirement, if you have 20 years of service and you are eligible to collect your pension you get an allowance equal to your salary for one month!

Plus, for each full year of service exceeding 20 years (but not exceeding 30 years) you get an additional amount equal to one-fifth of your monthly salary.



CONTACT US

Find your local rep!

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A photograph of a large audience seated at round tables in a conference room. Many people have their hands raised, suggesting an interactive session or a Q&A period. The room is dimly lit, with overhead lights providing illumination. The word "QUESTIONS" is overlaid in large, white, bold, sans-serif capital letters across the center of the image.

QUESTIONS