

# Public Sector Bargaining 2022

BC GENERAL EMPLOYEES' UNION

## MOA re: FLNRO Classification Appeals

**You are receiving this bargaining update as a BCGEU member employed by the Ministries of Forests; Land, Water and Resource Stewardship; and Environment and Climate Change Strategy.**

The Memorandum of Settlement for the 19th Public Service Main Agreement includes [an agreement](#) to conclude all outstanding FLNRO classification appeals.

Table A lists the appeals that the bargaining principals agreed were successful. Table B lists the appeals that the bargaining principals agreed were not successful.

This was a hard decision. The alternative was more years of delay while the exacting process of establishing the merit of the remaining appeals going forward. You've been clear that this delay was unacceptable to you and yet, aside from the bargaining remedy we now have in hand, no other tools are available to us to speed up the process.

You've also told us that, when the time comes for your appeal to be evaluated, to slow everything down and take extra time to review additional evidence that's provided after the timelines. While this has always been done, it has also prolonged the process.

This MOA (which concludes the appeals on ratification of the agreement) seems to be the best solution for all the outstanding appellants waiting for answers. We realize that it isn't a perfect solution but you've been rightly vocal in expressing that the alternative of years of more process isn't acceptable either.

In solidarity,

Your BCGEU Public Service Bargaining Committee

Stephanie Smith, President and Committee Chair  
Paul Finch, Treasurer  
Judy Phipps, Executive Vice President  
Dean Purdy, Vice President - Component 1  
Kusam Doal, Vice President - Component 5  
Judy Fox-McGuire, Vice President - Component 6  
Kayla Woodruff, Member at Large - Component 6  
Maria Middlemiss, Vice President - Component 12  
Matt Damario, Component 12  
Robert Davis, Vice President - Component 20  
Michael Eso, Secretary and Lead Negotiator  
Lisa Lane, Support Staff

**MEMORANDUM OF AGREEMENT**

**Between:**

**GOVERNMENT OF BRITISH COLUMBIA  
as represented by the BC PUBLIC SERVICE AGENCY**

**("Employer")**

**And:**

**BC GENERAL EMPLOYEES' UNION**

**("Union")**

**Re: FLNRO Classification appeals at the joint Technical Working Committee**

1. The parties agree to completion of the FLNRO Classification Review Project (CRP) Joint Technical working committee effective the signing of this MOA.
2. Based on the merits of the individual cases, the employer agrees to the reclassifications in Table A **(156 position reclassifications for a total of 451 current and former employee reclassifications)** on a without prejudice basis.
3. The effective date for reclassifications in 2. shall be as per the MOU CRP (July 6, 2017) in which the parties agreed to a common effective date of April 1, 2011.
4. The parties agree to the classification outcomes in Table B, where there is no change to classifications.
5. No classifications will be downwardly impacted because of this review.
6. The Employer will provide the union with a full PSJEP rating list for documentation purposes.
7. The Union agrees to a classification appeal moratorium for 1 year from the signing of this MOA for all positions listed in Table A and B (the moratorium will not apply if it is demonstrated a significant change has occurred to the duties and responsibilities of the job).
8. The parties agree that the Terms of Reference for the CRP Joint Technical Committee, dated August 31, 2017, is considered expired because of this MOA.
9. The parties agree that all classification decisions are considered final and binding.

**Table A - FLNRO CRP Joint Technical Working Committee Final outcomes**

Division	Job Title	Appellant/Case Name	Current Classification level	Final Outcome	Position total	Current and Former employee incumbents Reclassification estimate
BCWS	Operations Assistant *	██████	Originally OA7 OA9 as per last collective agreement	Clerk 9	<b>36 positions</b>	<b>42 employees</b>
BCWS	Dispatcher**	██████	Clerk 9	Clerk 11	<b>23 positions</b>	<b>200 employees</b>
BCWS	Dispatch Lead <sup>1</sup>	N/A	Clerk 11	Clerk 15	<b>9 positions</b>	<b>10 employees</b>
BCWS	Dispatch Supervisor	██████████	Clerk 15	AO 18	<b>7 positions</b>	<b>7 employees</b>
RO	Contract Manager	██████	Clerk 11	AO 15	<b>1 position</b>	<b>2 employees</b>
IROD	Recreation Technician	██████████	STO 18 (RES)	STO 21(RES)	<b>26 positions</b>	<b>87 employees</b>
IROD	District Recreation Officer	██████	STO 24 (RES)	STO 27 (RES)	<b>16 positions</b>	<b>49 employees</b>
IROD	Senior Engineering Specialist	██████	STO 24	STO 27	<b>2 positions</b>	<b>2 employees</b>
RO	Engineering Officer Regional Ops	██████	STO 24	STO 27	<b>24 positions</b>	<b>40 employees</b>
BCTS	BCTS Engineering Specialist	██████	STO 24	STO 27	<b>12 positions</b>	<b>12 employees</b>
				<b>Totals</b>	<b>156 position Reclassifications</b>	<b>451 employee reclassifications</b>

<sup>1</sup> The Dispatch Lead is not a formal FLNRO CRP appeal, however, will be reclassified as per Table A, above with an effective date of April 1, 2019.

Table B - FLNRO CRP Joint Technical Working Committee Final outcomes

Division	Job Title	Appellant/Case Name	Current Classification level	Final Outcome
BCWS	Communications Officer	[REDACTED]	CO 21	CO 21
BCWC	Communications Assistant	[REDACTED]	CO14	CO 15
BCWS	Fire Crew Leader - Initial Attack and Unit Leader ***	[REDACTED]	STO 13	STO 13
BCWS	Safety and Staff Development Officer	[REDACTED]	STO 21	STO 21
BCWS	Wildfire Records Clerk	[REDACTED]	Clerk 9	Clerk 9
BCWS	Wildfire Services Clerk	[REDACTED]	Clerk 9	Clerk 9
CID	Policy Analyst (CID)	[REDACTED]	AO 24	AO 24
IIT	IMIS Administrator (CSNR-IMB)	[REDACTED]	Clerk 14	Clerk 15
RO	Area Residue, Waste and Export Specialist	[REDACTED]	STO 21	STO 21
RO	Authorizations Specialist	[REDACTED]	STO 24	STO 24
RO	Engineering Technician Reg Ops	[REDACTED]	STO 21	STO 21
BCTS	Engineering Technologist/Technician	[REDACTED]	STO 21	STO 21
RO	GIS Analyst FCBC	[REDACTED]	STO 21	STO 21
RO	Land and Resource Coordinator	[REDACTED]	STO 24	STO 24
RO	Land and Resource Specialist	[REDACTED]	STO 27	STO 27
RO	Natural Resource Specialist	[REDACTED]	STO 21	STO 21
RO	Records Clerk	[REDACTED]	Clerk 9	Clerk 9
RO	Regional Scaling and Billing Officer	[REDACTED]	AO 24	AO 24
RO	Regional Scaling Specialist – Coast	[REDACTED]	TEO 21	TEO 21
RO	District Scaling Specialist - North	[REDACTED]	TEO 21	TEO 21
RO	Resource and Contract Administrator ****	[REDACTED]	Clerk 11	Clerk 11
RO	Resource Information Technician	[REDACTED]	STO 15	STO 15
RO	Resource Specialist – Revenue	[REDACTED]	STO 21	STO 21
RO	Revenue Technician	[REDACTED]	STO 18	STO 18

RO	Scaling and Waste Specialist		TEO 18	TEO 18
RO	Senior Project Manager		STO 27	STO 27
RO	Stewardship Technician		STO 18	STO 18
RO	Tenures and Billing Administrator ****		Clerk 11	Clerk 11
RO	Water Information Technician		STO 15	STO 15
TOPFN	BCTS Forest/Resource Technologist		STO 18	STO 18
TOPFN	Operations Technologist		STO 21	STO 21

\* Operations Assistant will receive retro from April 1, 2011 until March 31, 2020 when the position became Office Assistant 9 due to a grid adjustment.

\*\* Dispatcher will receive move from Clerk 11 to Clerk 12 due to a grid adjustment, effective April 1, 2022.

\*\*\* Fire Crew Leaders will move from STO 13 to STO 15 due to a grid adjustment, effective April 1, 2022.

\*\*\*\* Resource and Contract Administrators and Tenures and Billing Administrators will move from Clerk 11 to Clerk 12 due to a grid adjustment, effective April 1, 2022.