

## STRIKE ISSUE EXPLAINER



# A NEW CLASSIFICATION SYSTEM

Improving wages is our top priority in this round of bargaining, especially as the cost of living continues to rise. But we're also fighting for other items to improve and modernize our contract - like replacing the PSJEP with a new classification system.

### WHAT'S PSJEP?

The Public Service Job Evaluation Plan (PSJEP) is the system that determines where you are on the wage grid, and your corresponding pay rate.

### WHAT'S THE PROBLEM?

The system is out of date, lacks transparency and realistic timelines, and suppresses wages because its scoring system isn't designed for the work we do today. Basically, it doesn't take into consideration what the market pays for our work and is failing to get us the compensation we deserve.

### WHAT'S OUR DEMAND?

Members overwhelmingly support replacing and modernizing this system. A new classification system is a step towards fairness: getting equal pay for equal work through a more transparent and better-defined process.

### ARE YOU SIGNED UP FOR BARGAINING UPDATES?

Log into the BCGEU Member Portal at [my.bcgau.ca/login](https://my.bcgau.ca/login) to make sure your personal email is up to date.



Read more about why this issue is important at [bcgeu.ca/job\\_evaluation\\_plan](https://bcgeu.ca/job_evaluation_plan)