

Highlights – Tentative Agreement – 19th Main Agreement

Term: A three year agreement - April 1, 2022 – March 31, 2025

General Wage Increases:

Year 1 – Effective April 1, 2022 increase all rates of pay by 25 cents per hour and then increase all rates of pay by 3.24%.

Year 2 – Effective April 1, 2023 increase rates of pay by the annualized average of BC CPI over 12 months starting on March 1, 2022 to a minimum of 5.5% and a maximum of 6.75%.

Year 3 - Effective April 1, 2024 increase rates of pay by the annualized average of BC CPI over 12 months starting on March 1, 2023 to a minimum of 2% and a maximum of 3%.

Temporary Market Adjustments:

Appendix B to MOU 22

Year 1

- Effective April 1, 2022 – Correctional Services R24 will receive an additional one-grid TMA to grid 26
- Effective April 1, 2022 – Court Clerks R11 will receive an additional two-grid TMA to grid 15
- Effective April 1, 2022 - Deputy Sheriff Senior Intelligence Officer R21 will receive an additional one-grid TMA to grid 26
- Effective April 1, 2022 – Deputy Sheriff R24 will receive an additional one-grid TMA to grid 26
- Effective April 1, 2022 – Deputy Sheriff R27 (Staff Sergeant) will receive a one-grid TMA to grid 28

Year 2

- Effective April 1, 2023 – Social Program Officer (SPO) R24 will receive a one-grid TMA to grid 25
- Effective April 1, 2023 – Social Program Officer (CYMH) R24 will receive an additional two-grid TMA to grid 28
- Effective April 1, 2023 – Social Program Officer (CYMH) R27 will receive an additional two-grid TMA to grid 30
- Effective April 1, 2023 – Child and Youth Mental Health Social Program Officer R30 will receive a two-grid TMA to grid 32
- Effective May 1, 2023 – Social Program Officer (Child Protection) R24 will receive an additional one-grid TMA to grid 27
- Effective May 1, 2023 – Social Program Officer (Child Protection) R27 will receive a one-grid TMA to grid 28

Year 3

- Effective April 1, 2024 – Information Systems R24 will receive an additional 3.3% TMA to a total of 9.9%

Public Service Job Evaluation Improvements:

MEMORANDUM OF UNDERSTANDING 21

Re: Memorandum of Understanding Respecting the Public Service Job Evaluation Plan

1. Effective April 1, 2024 amend Appendix L of the Memorandum of Understanding respecting The Public Service Job Evaluation Plan, as follows:

GROWTH PLAN TO THE SOCIAL PROGRAM OFFICER (SPO) R24 LEVEL

Full Working Level SPO R24 Grid 24, Step 1
Level 2 Level 4 Grid 23, Step 1 913 hours
Level 1 Level 3 Grid 22, Step 1 913 hours
Level 2 Grid 21 Step 1 913 hours
Level 1 Grid 20, Step 1 913 hours

Training placement:

Grid 21 Grid 18, Step 1 6 months

2. Effective April 1, 2024 amend Appendix L of the Memorandum of Understanding respecting The Public Service Job Evaluation Plan, as follows:

GROWTH PLAN TO THE CORRECTIONAL SERVICES (CS) R18

Full Working Level Correctional Services (Growth) level Grid 18, Step 1
Level 2 Level 3 Grid 17, Step 1 913 hours
Level 1 Level 2 Grid 16, Step 1 913 hours
Level 1

Grid 11 Step 1
913 hours

Training placement:

Grid 14Grid-9, Step 1
6 months
Until training is completed (up to approximately 6 months). After completion of training, employees move to the appropriate level of the model.

3. Effective April 1, 2022, amend Appendix B of the Memorandum of Understanding respecting the Public Service Job Evaluation Plan, as follows:

Point Bands

Grid Level	Current Point Band Ranges	Revised Point Band Ranges	Impact
11 12	370 to 459	370 to 459	Increase grid level from 11 to 12
13 15	460-544	460-624	Increase grid level from 13 to 15

Retail Stores and Warehouse Improvements

**Appendix 3G
Classification Titles, Grid Levels and Salary Grid
Retail Stores and Warehouse**

Explanatory Notes:

- The rates of pay outlined in this appendix apply to all appointments of auxiliary and regular employees November 24, 2003 and thereafter.¹
- Auxiliary Store Clerks and Auxiliary Warehouseworkers paid at grid level G2 work 913 straight-time hours in each step before progressing to the next step level. **Effective April 1, 2023 this clause no longer applies.**
- Auxiliary Store Clerks and Auxiliary Warehouseworkers at grid level G2 will progress to grid level G3, step 1, upon completion of 913 straight-time hours at step 5 of grid level G2. **Effective April 1, 2023 Auxiliary Store Clerks and Auxiliary Warehouseworkers at grid level G2 will progress to grid level G3, step 1.** Progression to the next steps thereafter will be based on the completion of 1827 straight-time hours.

Classification Title	Union Comp	Grid Level
Product Consultant G11 (eliminated @ March 31, 2023)	RSW	G11
Product Consultant G12 (grid 11 to 12 April 1, 2023)	<u>RSW</u>	<u>G12</u>

Store Clerk G2 (Auxiliary)	RSW	G2
Store Clerk G3 (Regular)	RSW	G3
Seasonal Employee G1 (<u>eliminated @ March 31, 2024</u>) (RS&W Component Agreement, MOU 3)	RSW	G1
<u>Seasonal Employee G3 (grid 1 to 3 April 1, 2024)</u> <u>(RS&W Component Agreement, MOU 3)</u>	<u>RSW</u>	<u>G3</u>
Warehouseworker G2 (Auxiliary)	RSW	G2
Warehouseworker G3 (Regular)	RSW	G3
Warehouseworker G4 (Regular)	RSW	G4

Consequential Amendment:

**RETAIL STORES & WAREHOUSE COMPONENT AGREEMENT
MOU3 Re: Employment of Seasonal Employees**

7. The rate for SEs will be grid G1 in Appendix 3G of the Main Public Service Agreement. **Effective April 1, 2024 the rate for SEs will be grid G3 in Appendix 3G of the Main Public Service Agreement.**

**MEMORANDUM OF AGREEMENT
Re: Re-Alignment of Compensation Levels in Appendix 3G**

Effective April 1, 2022, the compensation levels in Appendix 3G – Retail Stores and Warehouse Wage Scale will be modified to align with the rates of pay in Appendix 3 – Wage Scale as follows:

- **Retail Stores and Warehouse G3 step 1 will be increased to match the rate noted in Appendix 3, Grid Level 7 step 1.**
- **Retail Stores and Warehouse G4 steps 1, 2, 3, and 4 will be increased to match those noted in Appendix 3, Grid Level 9 step 1, 2, 3, and 4.**

NEW

**MEMORANDUM OF AGREEMENT
Re: Retail Stores and Warehouse Job Evaluation Plan**

Effective April 1, 2022, amend the Memorandum of Agreement respecting the Retail Stores and Warehouse Job Evaluation Plan, to ensure all grid 11 positions classified under the RSWJEP will increase

to grid 12, and shall be amended to reflect language respecting MOA – Realignment of Compensation Levels in Appendix 3G.(i.e. point bands and grid tables).

One Time Economic Subsidy payments equivalent to \$4 hour for a 16 week period to be retroactive to April 1, 2022 for LDB employees:

1. Employees eligible for the one-time economic subsidy payments are auxiliary and regular employees whose point of assembly include the Burnaby Dry Goods Warehouse, the Victoria Wholesale Customer Centre, Distribution Centres (Delta, Kamloops and Richmond) and Retail Liquor and Cannabis Stores, Liquor Distribution Branch, Ministry of Finance. The following roles and classifications are as follows:
 - a. Seasonal Employees
 - b. Store Clerk
 - c. Cannabis Consultant
 - d. Product Consultant
 - e. Maintenance Worker
 - f. Assistant Supervisor
 - g. Supervisor
 - h. Driver
 - i. Machine Operation
 - j. Wave Planner
 - k. Assistant Manager
 - l. Manager
 - m. Warehouse Worker
 - n. Operations Clerk
 - o. Inventory Control Specialist
 - p. Logistics Coordinator
 - q. Foreman
 - r. Building Security Officer
 - s. Assistant Shipper
 - t. Technical Security Officer
2. The one-time economic subsidy payments are equivalent to \$4.00/hr for a 16- week period to be effective retroactively on April 01, 2022.
3. The one-time economic subsidy payment is payable in one lump sum for regular hours worked during the 16-week eligibility period. The payments will be processed within 45 days after the date of ratification.
4. Full payment of the one-time economic subsidy payment is based on all employees in the eligible positions contained in clause 1 above. On the date of ratification, maternity, parental

leave, periods of absences on leave without pay or STIP periods during the 16-week period and periods of LTD are not eligible.

5. The Parties recognize that these economic subsidy payments are in response to variable market conditions to assist the Liquor Distribution Branch's desired retention outcomes.
6. This Agreement is made without prejudice to the Memorandum of Understanding #22 of the Main Agreement and given the one-time nature of this economic subsidy payment, it is understood that Clauses 2, 3, 4, and 5 of Memorandum of Understanding #22 of the Main Agreement do not apply.
7. It is understood that the economic subsidy payments are not pensionable, and do not form part of the base salary.

BC Wildfire Service

Agreement on language to establish regular full-time appointments to assist in creating a year round service as well as improvements to current auxiliary employees status.

Component Allowances

Except as otherwise agreed these allowances will increase by the rates noted in the general wage increase.

Leaves

Effective April 1, 2022, all employees shall be entitled to two (s) days of supplemental leave at their regular rate of pay per calendar year.

Two days cultural leave for Indigenous employees.

Appendix 4 Sick Leave

Five days paid, at 100%, sick leave for all employees who have completed 90 consecutive days of employment.

Note: Highlights only – other improvements will be included in the complete text of the tentative agreement which will be available early next week.