



## **INFORMATION SHEET – GRID 14 to 15 CHANGE**

### **OVERVIEW**

The Employer and Union have jointly created this information sheet to assist workers to understand the changes that will be occurring on April 1, 2021 related to workers currently in the grid 14 classification.

In 1998, the BCGEU and Employer agreed that all BCGEU positions in government should be evaluated using gender neutral and pay equity principles. This created the Public Service Job Evaluation Plan (the Plan) that is still in use today. This was an important first step towards pay equity so that predominantly female jobs were evaluated using the same Plan as predominantly male jobs.

In 2001, Appendix N was implemented to "broad band" all classifications grid 15 and higher. The principle was to achieve a 3- grid gap between bands in the Plan so there are noticeable pay differences between grid ranges. Classifications under grid 15 were not addressed in Appendix N at that time, with the understanding that the parties would address those lower classifications during future rounds of bargaining.

During collective bargaining of the 18<sup>th</sup> Public Service Main Collective Agreement, the Employer and BCGEU began negotiations regarding the classifications below grid 15 which had not been addressed in 2001. These negotiations resulted in the "broad banding" of Grid 9 and Grid 15 in the Plan, with the result that the parties are closer to the original broadband vision of having classifications at every third grid so there are noticeable pay differences between classifications.

One of the adjustments made to achieve this is to move all individuals at grid 14 to grid 15 by eliminating the grid 14 classifications effective April 1, 2021. This information sheet is about the elimination of the grid 14 classifications. All employees in the grid 14 classification as of April 1, 2021 will move into grid 15 at that time.

### **FAQ**

#### **1. What is happening to the grid 14 classification?**

All classifications at grid 14 are being eliminated and those classifications will be established in grid 15. This is neither a reclassification nor a promotion. Employees who are in the grid 14 classification will move to the grid 15 classification.

#### **2. When does this come into effect?**

The change will take effect April 1, 2021. Employees should see the wage increase on their April 9, 2021 pay.

#### **3. What step of the grid will the employees move into when the change occurs?**

Salary administration for this change will involve a step to step movement. For example, a Clerk at Step 3 of grid 14 will go into Step 3 of grid 15.



**4. How will the transition occur on April 1, 2021?**

On April 1, 2021, the salary and classification of a grid 14 will change to a grid 15. Human Resources will update its material on grid 14 positions to say grid 15, such as in job descriptions and in the HR System. If the employees have any questions or concerns they can contact [HRStaffing@bcldb.com](mailto:HRStaffing@bcldb.com).

**5. Will the newly established grid 15 positions get new job profiles?**

No. There are no changes to the duties and responsibilities in the job profiles as a result of the classification moving from grid 14 to grid 15. The change is only to the classification title and to the grid range.

**6. Will the employer be able to assign different duties to an employee because they are now in the grid 15 classification?**

No.

**7. How would a supervisor performance manage an employee incapable of doing the job description of a higher classification that they did not apply for?**

The job duties of the grid 15 classification will remain those performed in the grid 14 classification so performance issues should not result from this.

**8. How will this affect seniority?**

There will be no impact to seniority or job security. An employee's seniority in the grid 14 classification will carry over to the grid 15 classification in its entirety for all purposes under the Main Collective Agreement and Component Agreements.

**9. Will this be the same process for auxiliary employees?**

Yes. The grid 14 classification is being eliminated in its entirety for all employee types.