



Steward News

Recent Topics

1. Call out grievance

A grievance was filed regarding call out provisions. In essence, it stated that “The callout provision applies regardless of the duration of the work or where the work is performed: e.g. a person who is called out and does five minutes of phone calls from their home is entitled to the same pay as someone who returns to their point of assembly and does two hours of work.” (quote taken from FYI below)

2. WFX-FIT test and COVID

The Committee received concerns about COVID exposure during the annual fit test. The union’s OH&S staff reviewed and sought further improvements to the employer’s plan for the test. Upon receiving input from the union’s OH&S staff, the employer updated their WFX-FIT Exposure Control Plan (ECP) to address member’s concerns. The updated ECP is available on the intranet page.

3. Memorandum of Understanding 32

In previous years, ETO was paid out at the end of contract for auxiliaries. And these

hours did not count towards seniority. The BCGEU filed a policy grievance against this interpretation of MOU 32. The BCGEU argued that employees should have ETO scheduled as time off after layoff, and that these hours are seniority accruing as per the Main Agreement. The BCGEU won the grievance. This positive outcome has several positive outcomes for auxiliaries. First, health benefits will be extended by an extra month (depending on the layoff date). Second, these are seniority accruing hours. Third, auxiliaries who had ETO hours paid out in the last two previous year will have these hours retroactively counted towards seniority. As of yet, this MOU does not apply to seasonal regular status employees. Follow this [link](#) to view the settlement agreement.¹

4. Classification Appeals

The appeal process resulted in the confirmation of many of the classifications. There are several still ongoing such as for crew leaders, and dispatch. If you would like to appeal the decision of your classification,

¹ If link broken. Visit your BCGEU member’s page. The settlement agreement should be in under the “My Collective Agreements” section.

Contact us

Do you have a matter you would like to bring forward? Contact your Wildfire Committee by email Wildfire@bcgeu.ca.

there is a one year moratorium on appeals from the time of the decision.

5. Timely pay and E-Diaries

Timely pay remains one of the biggest concerns for members. The Wildfire Committee understands the significant impact that late overtime pay has on member's financial lives. At its core, the issue is compatibility with the use of two systems to record time worked (e-diaries) and payment of wages (CHIPs). With time, the goal of e-diaries (a uniquely BCWS application) is to become compatible with CHIPs (a government-wide software program). The employer's current timeline for compatibility of the two programs is 2-3 years.

Corporate Wildfire Services continue to improve e-diaries interface and are keen to hear about possible improvements to the application. Recent fixes include a "submit

all days" button and speedier functionality. If you can think of possible user interface improvements, we are able to pass them along to Corporate Wildfire Services.

Finally, if employees are having issues with incorrect pay, they should report such errors to their supervisor. From experience, complaints about incorrect pay brought by the supervisors are more likely to be dealt with in a timely manner.

6. Article 29 intranet link

Please follow this [link](#) to the FLNRORD article 29 Committee intranet page. Meeting minutes, when available, will be posted on there.²

7. Next meeting

Our next meeting with the employer is scheduled for June. Let us know about issues that would should be bringing up.



To: All Local 2008 & Local 2009 Government Employees

Re: Know Your Rights – Article 16.11 – Callout Provisions

² Go on FLNRORD main intranet page, then Tools, Resources & General Information, then Common

links and resources, finally Article 29 – Joint Union and Management Committee.



The Union has received several questions around callout provisions and specifically around minimum compensation on a callout. The following clauses are excerpts from the current Public Service Agreement around this issue.

Clauses 16.11(a) & (f) state (emphasis mine):

*“(a) Callout Compensation - **A regular employee** who is called back to work outside their regular working hours **shall be compensated for a minimum of three hours at overtime rates**. They shall be compensated from the time they leave their home to report for duty until the time they arrive back upon proceeding directly to and from work.*

*(f) **An auxiliary employee** who is called back to work in a circumstance such that they would be entitled to overtime compensation for the time worked, **shall also be entitled to the provision of (a) above.**”*

This language gives you the right to a minimum compensation of three hours at overtime rates, if called to work outside your regular working hours. This also applies if you are contacted while on standby.

The callout provision applies regardless of the duration of the work or where the work is performed: e.g. a person who is called out and does five minutes of phone calls from their home is entitled to the same pay as someone who returns to their point of assembly and does two hours of work.

If you are denied this minimum compensation, please contact a steward or the union office to submit a grievance as soon as possible.

The Union has been successful at resolving these grievances when they arise.

If you have any questions, please reach out to your local steward or your local area office.

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