



Impact

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COMPENSATION EMPLOYEES' UNION

Setting the record straight on the EO arbitration

Speculation seems to be swirling around the Entitlement Officer (EO) job evaluation arbitration scheduled for May 13 to 15, 2008. This article looks at the events that led to this arbitration.

What are the facts?

Let's review the historical facts to understand what led to this arbitration:

1997 – 2007

- The Board decided to move to a case management system. This resulted in the elimination of a few job classifications – Claims Officer I, Claims Officer II, and Claims Adjudicator. The Board re-wrote the job descriptions, replacing these positions with Client Service Representatives, Entitlement Officers, and Case Managers.
- The CEU then had to determine a rate of pay for these positions through the job evaluation process.
- The Board rated the EO through job evaluation at a pay group 18 (old grid). The CEU rated the classification at pay group 20.
- At the time, the CEU and Board also disagreed over the rating for the new Case Manager position. Eventually, the parties agreed on ratings for both positions, without putting either job through a formal job evaluation. The agreement placed the EO position at a pay group 19.

2007 to date

- Pay Equity review – As part of bargaining in 2006, the CEU and WCB agreed to settle the long outstanding pay equity initiative through revising two of the job evaluation factors, physical demands and working conditions. This allowed us to achieve gender neutrality and pay equity compliance. All jobs at the

WCB were then re-evaluated on these two factors only.

- The pay equity review took many months. As we moved through the review, it became apparent that the parties would not be able to apply pay equity to the EO classification. The Board took the position that the agreement to group 19 was a “negotiated settlement” so pay equity couldn't change it. The CEU's position was every job at the Board was entitled to be reviewed under pay equity. The only way to determine if the two new revised gender neutral factors affected EO pay was to evaluate the position.

Why are we going to arbitration?

The CEU decided not to delay further the implementation of the successful pay equity review of all the other positions at the Board. The parties agreed to do a full job evaluation of the Entitlement Officer position. This means that the job will finally be rated on all factors recognized in the job evaluation system, not just the two reviewed under pay equity. The process is that both parties evaluate the job under all nine factors of the job evaluation plan. Any factors in dispute will be arbitrated.

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Setting the record straight on the EO Arbitration con't...

This will result in the EOs having their job fully evaluated, including the two gender-neutral factors. Retroactivity will be as specified in article 16 on job evaluation. This means that if there is any change in the pay rate, it will be retroactive six months prior to the date the parties agreed to put the job to evaluation. That agreement was signed on July 18, 2007 making the retroactive date January 18, 2007.

If the employer doesn't think the EO job is worth a pay group 19 or higher, it's time for them to try to make their case. There is never a guarantee of a successful outcome when you go to arbitration. The CEU, however, thinks this case is worth fighting for.

CEU earns carbon credits

Recently, the CEU office undertook a major project to scan and index most of the union's files. As a result, the CEU was certified by Urban Impact Recycling as having "diverted 103 cubic yards of recyclable materials from landfill, or a volume that would fill 51 full sized pickup trucks." Urban Impact says the CEU's "...recycling efforts sequestered approximately 17 tonnes of carbon emissions."

According to CEU Office Manager, Judith Ross, the scanning of the CEU's records has several benefits. "It saves us time. It's much easier to find records now, especially historic ones. We also no longer have a need to pay for expensive off site storage space."

While the CEU has moved to an image system as did the Board a decade ago with E-File, we will not be moving to a system later on that "auto-adjudicates" grievances!



Kit helps drivers evaluate road maintenance

Do you have questions about whether snowplows are on the road soon enough? Are potholes repaired when they should be? You can be the judge of whether BC's highways are properly maintained with the



help of an information kit produced by the BCGEU (BC Government and Services Employees' Union).

The package has been designed with all highway users in mind including commercial users with an economic interest in properly maintained roads, as well as the traveling public who may have questions or safety concerns relating to road maintenance, especially in the winter driving season.

The BCGEU represents 2,500 highway workers around the province. Their expertise went into the development of this information package. The package includes:

- A short video on highway maintenance guidelines
- A handy checklist of maintenance guidelines that includes a list of toll-free numbers for highway contractors
- A draft resolution calling on the Ministry of Transportation to enhance monitoring and reporting of highway maintenance

According to the BCGEU, private highway maintenance contractors collect more than \$300 million each year from BC taxpayers. The kit will help drivers accurately judge whether these contractors are meeting their performance targets, and whether our roads are being maintained properly, safely, and in a timely manner.

To view the highway maintenance video, download the maintenance checklist, or download the full Ministry of Transportation Specifications Manual go to the BCGEU web site at www.bcgeu.ca/highways.

Celebrate International Women's Day on March 8

Each year on March 8, hundreds of International Women's Day (IWD) events occur around the world. They range from small random informal gatherings to large-scale highly organized events. All celebrate women's advancement and highlight the need for action to continue to improve women's social, political, and economic rights.

In 1975, the United Nations (UN) gave official sanction to and began sponsoring International Women's Day. However, many IWD marches and rallies commemorating important events in history pre-dated the 1975 UN declaration. Some of these are listed below:

1857 – According to urban legend, women from clothing and textile factories in New York City protested poor working conditions and low wages. The protesters were attacked and dispersed by police. These women established their first union in the same month two years later.

1908 – 15,000 women marched through New York City demanding shorter hours, better pay, and voting rights.

1910 – The first international women's conference was held in Copenhagen and an international women's day was established. The following year, IWD was marked by over a million people in Austria, Denmark, Germany, and Switzerland.

1911 – On March 25, the tragic 'Triangle Fire' in New York City took the lives of 146 working women, most of them Italian and Jewish immigrants. Some were as young as 12 years old. This event drew attention to working conditions and labour legislation. These issues became a focus of subsequent IWD events. The fire was the worst workplace disaster in New York City until September 11th, 2001. The ILGWU (International Ladies Garment Workers' Union) and progressive reformers pushed for safety and workers' compensation laws. The Triangle Shirtwaist Company had already become well-known outside the garment industry by 1911 as a strike by women's shirtwaist makers in 1909, known as the "Uprising of 20,000", began there with a spontaneous walkout.

1912 – IWD is also associated with the slogan "Bread and Roses". The first use of this slogan is said to have been during a textile strike of mostly women workers in

Lawrence, Massachusetts during January-March, now often known as the "Bread and Roses strike". The slogan appeals for both fair wages and dignified working conditions. Many claim that during the strike some women carried a sign that said, "We want bread, but we want roses, too!"

1913 – On the eve of World War I, women across Europe held peace rallies on March 8.

1920s – In the West, IWD was commemorated during the 1910s and 1920s, but then celebrations dwindled. It was revived by the rise of feminism in the 1960s.

If you would like to attend an IWD event, check your local papers and the BC Federation of Labour's web site,

<http://www.bcfed.com/event>, to find an event in your community.

“Getting more efficiency out of women employees”

In 1943, a publication called "Transportation Magazine" published a list of eleven tips for male supervisors hiring women workers during World War II. As the introduction said: "There's no longer any question whether transit companies should hire women for jobs formerly held by men. The draft and manpower shortage has settled that point." The tips were intended to help male supervisors "get more efficiency out of women employees." Here is an excerpt from that list of tips:

"Pick young married women. They usually have more of a sense of responsibility than their unmarried sisters, they're less likely to be flirtatious, they need the work or they wouldn't be doing it, they still have the pep and interest to work hard and to deal with the public efficiently."

"When you have to use older women, try to get ones who have worked outside the home at some time in their lives. Older women who have never contacted the public have a hard time adapting themselves and are inclined to be cantankerous and fussy. It's always well to impress upon older women the importance of friendliness and courtesy."

"General experience indicates that "husky" girls – those who are just a little on the heavy side – are more



even tempered and efficient than their underweight sisters."

"Retain a physician to give each woman you hire a special physical examination – one covering female conditions. This step not only protects the property against the possibilities of lawsuit, but reveals whether the employee-to-be has any female weaknesses which would make her mentally or physically unfit for the job."

"Give every girl an adequate number of rest periods during the day. You have to make some allowances for feminine psychology. A girl has more confidence and is more efficient if she can keep her hair tidied, apply fresh lipstick and wash her hands several times a day."

Source: "Savvy & Sage", September/October 2007

About women today

A woman's work...

Women account for 70 per cent of people who live in absolute poverty.

Women work two thirds of the world's working hours, produce half the world's food, and yet earn only 10 percent of the world's income and own less than one per cent of the world's property.

Women and education

Women account for two thirds of the world's illiterate adults, and girls account for two thirds of the world's children without access to education.

Violence against women—percentages

Worldwide, 25 per cent of all women are raped during their lifetime, and in some countries 25 to 75 per cent of women are regularly beaten at home.

Between 10 per cent and 50 per cent of women report that they have been physically abused by an intimate partner. More than 120 million women have undergone genital mutilation.

CCPA Monitor/CALM

More women than men in Canadian unions

For the first time women now outnumber men in Canadian union ranks.

According to Statistics Canada, between January and June 2007 there were 2,248,000 women represented by unions compared to 2,237,200 men.

In response, unions are now pushing women's concerns to the top of their agendas—concerns like workplace fairness, pay equity, child care, and pensions.

Focus/OFL/CALM

Editor's Note: *These two news items were sent by the Victoria office. Upon receiving the first, the Communications Committee initially decided not to publish it because we weren't planning to distribute the next issue of the newsletter until well after Christmas. But having recently received an account of a similar occurrence, we thought members would want to know about this emerging trend.*

"Please sir,



I want some more"

Part 1 – "Merry Christmas"

The Senior Executive Committee (SEC) visited the Victoria Office on December 10 and 11, 2007. While the executives were too busy to meet with the Victoria staff, they were not too busy to wish them a Merry Christmas. In a Christmas like gesture, they left their half eaten catered sandwiches and cookies in the lunchroom along with an email inviting the Victoria staff to enjoy their left over food scraps.

Part 2 – "Déjà vu"

The Senior Divisional Team met in the Victoria Office on January 31, 2008. While these executives were too busy to meet with the Victoria staff, they were not too busy to offer a goodwill gesture. The team left their half eaten catered lasagna, chicken wings, and salad in the lunchroom along with an email inviting the Victoria staff to enjoy their left over food scraps.



What you should know about overtime

The workload survey, which the CEU conducted in 2007, showed that more than 50 percent of CEU members work unpaid overtime weekly and that about 40 percent are working paid overtime weekly. Given the amount of overtime being done, everyone should understand what the collective agreement says about overtime. This column contains a summary of overtime provisions and answers some common questions.

Summary of Article 26 Overtime (OT) Provisions			
Definition of employee type	“A” Type <ul style="list-style-type: none"> • Work under direct supervision • Do not organize their own work schedules • The normal work week is Monday to Friday, between the hours of 7:00 a.m. and 5:00 p.m. 	“S” Type <ul style="list-style-type: none"> • Work under direct supervision • Do not organize their own work schedules • Their normal work week consists of 5 consecutive working days followed by 2 consecutive days of rest in a 7-calendar-day period 	“B” Type <ul style="list-style-type: none"> • Do not work under direct supervision • Organize their own schedules • The normal work week is Monday to Friday
Definition of overtime	<ul style="list-style-type: none"> • Work beyond the number of hours and minutes in the work day (including ETO time) • Work on a Saturday or Sunday or ETO day 	<ul style="list-style-type: none"> • Work beyond the number of hours and minutes in the work day (including ETO time) • Work on the first or second day of rest (of the shift rotation) or ETO day 	<ul style="list-style-type: none"> • Work beyond the number of hours and minutes in the work week (including ETO time) • Work on a Saturday or Sunday or ETO day
Approval is required	“A”, “S”, and “B” type employees must have manager approval before working OT.		
OT is voluntary	OT is voluntary. You cannot be forced to work overtime. The only exception is Prevention Officers, Engineers, or those responsible for arranging emergency transportation, who are required to respond to “any urgent call at any time relating to an accident or hazardous condition or the transportation of an injured worker”. (Article 26.06)		
Overtime Rate “1.5x” means time and one-half “2x” means double time	Monday to Friday <i>Where it exceeds 15 minutes:</i> <ul style="list-style-type: none"> • 1.5x for first 2 hours • 2x after 2 hours • May take a paid meal break of ½ hour when OT is for more than 1.5 hours Saturday <ul style="list-style-type: none"> • 1.5x for first 2 hours • 2x after 2 hours • May take an unpaid meal break of ½ hour when OT is scheduled for more than 4 hours Sunday <ul style="list-style-type: none"> • 2x for actual hours worked • May take a paid meal break of ½ when OT is more than 4 hours 	Regular days of work <i>Where it exceeds 15 minutes:</i> <ul style="list-style-type: none"> • 1.5x for first 2 hours • 2x after 2 hours • May take a paid meal break of ½ hour when OT is for more than 1.5 hours First rest day <ul style="list-style-type: none"> • 1.5x for first 2 hours • 2x after 2 hours • May take an unpaid meal break of ½ hour when OT is scheduled for more than 4 hours Second rest day <ul style="list-style-type: none"> • 2x for actual hours worked • May take a paid meal break of ½ hour when OT is more than 4 hours 	After working 38 hours and 20 minutes in a week (including ETO time) <ul style="list-style-type: none"> • 1.5x for first 2 hours • 2x after 2 hours Saturday <ul style="list-style-type: none"> • 1.5x for first 2 hours • 2x after 2 hours • May take an unpaid meal break of ½ hour when OT is scheduled for more than 4 hours Sunday <ul style="list-style-type: none"> • 2x for actual hours worked • May take a paid meal break of ½ hour OT is more than 4 hours
Compensatory Time Off (CTO)	<ul style="list-style-type: none"> • Employees may request that they be given equivalent time off (calculated at the appropriate OT rate) instead of OT pay. This must be approved by the director (or delegate). • If approved, the CTO is to be scheduled for a time mutually agreed to by the employee and director (or delegate). • CTO is paid out after December 31 of each year. • CTO is paid out prior to an employee changing positions. 		

OT questions and answers

I am an "A" type employee and I work five or ten minutes beyond my hours of work everyday. Can I get overtime pay for this?

First, you must have approval of your manager to work any overtime and overtime is not paid until you have worked at least 15 minutes outside your hours of work.

I worked three hours of approved overtime on a workday outside my regular hours. What will I be paid?

If you are an "A" or "S" type employee, the first two hours is at time and a half and the last hour is at double time. Because the overtime is more than an hour and a half, you may take a paid half hour break. If you are a "B" type employee, you are not entitled to be paid overtime until you have worked the total hours you normally work in a week, (plus ETO time, if you are in the ETO program).

My manager has asked me to work six hours on Saturday and four hours on Sunday. What will I be paid for this overtime?

On Saturday you will be paid time and a half for the first two hours and double time thereafter, with a half hour

unpaid break. On Sunday, you will be paid all double time for all hours worked. If you work more than four hours on Sunday, you will also be paid for a half hour break. This answer applies if you are an "A" type employee, such as a Team Assistant, or a "B" type employee, such as an Occupational Safety Officer. If you are an "S" type employee, this applies only if the Saturday and Sunday are your scheduled rest days

Is it possible to get time off instead of overtime pay?

Subject to the approval of your Director or designate, you may be compensated with time off calculated at the appropriate overtime rate. The scheduled time taken has to be mutually agreed to between you and your Director. If you do not take the time off, you will be paid your overtime on December 31 of the year in which you earned it.

I am a temporary employee. How is overtime calculated for me?

You are paid overtime at the same rate as permanent employees. However, you cannot receive compensatory time off in lieu of overtime pay.

Climate change – a global challenge for the future

NUPGE (the National Union of Public and Government Employees) says we should be doing more talking about global warming and climate change.

NUPGE believes that:

- The effect global warming could have on our way of life is so sweeping that we must start discussing and taking action now
- The body of scientific opinion overwhelmingly supports the conclusion that human activity is having a detrimental effect on our climate
- Canada does not have a plan for reducing greenhouse gas emissions
- All Canadians will need to change the way they go about their daily lives to significantly reduce

greenhouse gases

One of NUPGE's contributions to the discussion on this issue is a set of policy recommendations. It is also providing information and resources on its climate change campaign on its Web site, www.nupge.ca/issues/environment.htm. If you are interested in learning more about climate change, two of the many resources you can access there are:

- "Climate Change: A Global Challenge for the Future", a backgrounder on the issue.
- "Keeping Our Cool: A Climate Change Primer", which is comprehensive, but easy-to-understand look at climate change. It is a great resource for students who may be studying climate change at school.

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