

January 15, 2021

CLIFF # 6556

I Prepared for **Bobbi Sadler, Deputy Minister, BC Public Service Agency**
For Information

II Issue

Public Service bargaining and the BCGEU Public Service Bargaining Committee.

III Background

Bargaining Mandate

The BC Public Service Agency (BCPSA) is the bargaining agent for the government in negotiations with Public Service unions. There are three bargaining units defined by s. 4 of the *Public Service Labour Relations Act* (PSLRA): Nurses, the Professional Employees Association (PEA) and the British Columbia Government and Service Employees' Union (BCGEU). Two other bargaining units exist outside of the PSLRA: the BC Crown Counsel Association (BCCCA) and Unifor (Queen's Printer).

The public sector bargaining mandate is established by the Public Sector Employers' Council Secretariat (PSEC) which is responsible for overseeing overall public sector bargaining on behalf of the Minister of Finance. The BCPSA must operate within the mandates established by PSEC and work closely with PSEC during bargaining to ensure compliance with the mandate and that any sensitive issues that surface during bargaining are addressed in co-operative fashion.

The timing of bargaining with each Public Service union is also determined in consultation with PSEC. We anticipate we will commence bargaining for the next mandate at the end of 2021 or first quarter of 2022. Once we have a general understanding of the timing, the BCPSA will reach out to the respective unions to make plans.

PSEC is in the process of developing the mandate for the upcoming round of public sector bargaining. PSEC consults with the BCPSA on the mandate and an initial meeting is scheduled between the BCPSA and PSEC on February 3.

IV Discussion

Most bargaining unit employees (25,000) in the Public Service are represented by the BCGEU. The Main Agreement with the BCGEU is typically the first collective agreement we bargain in the Public Service under each bargaining mandate as it establishes the precedent for many issues and items in collective agreements with the other Public Service unions.

The Main Agreement deals with all monetary issues and workplace conditions that impact all, or the majority, of BCGEU bargaining unit employees. There are also 5 Component agreements with the BCGEU that we bargain around that same time. The issues in the Component Agreement are specific to the positions and classifications in the Component and are not monetary in nature. The Components are:

- 1) Correctional and Sheriff Services – Component 1
- 2) Retail Stores and Warehouse – Component 5
- 3) Social, Information and Health – Component 6
- 4) Administrative Services – Component 12
- 5) Environmental, Technical and Operational – Component 20

The ADM, Employee Relations, is the lead negotiator for the Employer when bargaining with the BCGEU. Leading up to the expected commencement of bargaining, the ADM, Employee Relations, will assemble a bargaining team comprised of members of the Employee Relations Division and executives of ministries that will result in a broad representation of the Employer's interests and be representative of the Component areas.

The BCGEU Public Service Bargaining Committee is the BCGEU bargaining team for the Main Agreement. It is comprised of negotiators, members of the provincial executive and representatives from each Component. Its current composition is:

1. Mike Eso, Regional Coordinator (Chair and Lead Negotiator)
2. Doug Dykens, Director Field Services and Negotiations (Negotiator)
3. Stephanie Smith, President
4. Paul Finch, Treasurer
5. Kari Michaels, Executive Vice-President
6. Dean Purdy, Corrections and Sheriffs Vice-President
7. Kusam Doal, Retail Stores & Warehouses Vice-President
8. Judy Fox-McGuire, Social, Information and Health Vice-President
9. Maria Middlemiss, Administrative Services Vice-President
10. Matt Damario, Administrative Services First Vice-Chairperson
11. Rob Davis, Vice President, Environmental, Technical and Operational
12. Lisa Lane, Administrative Assistant

The BCGEU Public Service Bargaining Committee establishes the bargaining mandate and strategy for the BCGEU, develops the proposals and participates at the bargaining table. Given the composition of the BCGEU Public Service Bargaining Committee, their proposals represent interests from all of the Components and reaching a deal, and ratification by all Components, often requires addressing interests of all Components.

The BCGEU Component bargaining teams generally consist of the Vice-President of the Component as noted above along with additional Component members and BCGEU staff representatives.

V Conclusion / Next Steps

An introductory meeting is scheduled between the BCPSA and the BCGEU Public Service Bargaining Committee on January 29, 2021.



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