

February 20, 2007

By E-mail: 2 Pages

Reminder

Don't forget February 28 is the date that three important documents must be returned to the SSEAC. The documents required as part of the Framework Agreement are:

- Demographic Data
- Human Resources Plan
- Apprenticeship Survey

Each of these are important pieces of information and will be used as we plan how to distribute monies provided by government through the Support Staff Framework Agreement for such things as Labour Market Adjustments, Skills Enhancement, Workplace Adjustment and Apprenticeship training.

Labour Market Adjustments

Applications for Labour Market Adjustments are starting to trickle in to the BCPSEA office. If your union/district is making application, be sure to submit the application by the deadline. **This deadline has now been extended from March 2, 2007 to March 16, 2007.** There is a limited amount funding available each year so it is critical that we receive your applications and supporting documentation as soon as possible.

Trades/Sponsor Adjustments Clarification

A number of questions have been asked about how the trades adjustments already paid, as well as those to be paid in 2007, 2008, and 2009, are to be handled. The following hopefully will clarify the intent of the parties.

1. Are the adjustments a bonus or part of the wage rate?

The adjustments are part of the wage rate and should also be included on any overtime. They will not be reduced or removed in 2010. Unlike other collective agreement settlements these were not a premium/bonus that would come off.

Is there a compounding of the adjustments in the coming years?

Yes. The following shows the effect on a trades rate of \$25 per hour (June 30, 2006 rate).

Start Rate	Jul 1/06 2%	Jul 1/06 .60 adj.	Jul 1/07 2%	Jul 1/07 .60 adj.	Jul 1/08 2%	Jul 1/08 .60 adj.	Jul 1/09 2%	Jul 1/09 .30 adj.
25.00	25.50	26.10	26.62	27.22	27.77	28.37	28.93	29.23

3. What happens if more trades persons are hired?

The employer will have to pay the wage rates that are applicable including the adjustments.

4. I am not a trades person but supervise trades. At the end of the adjustments the employees I supervise will be paid more than I will. Can I get the adjustments or some other sort of adjustment?

No. Unless there are changes in the job that leads to a job review, which determines that a wage increase is appropriate, you cannot use the trades/sponsor adjustment as a reason for increasing your wages. The SSEAC is aware of several issues associated with the trades adjustment including pay equity, inversion (supervisors' rates being passed by the rate of the person they supervise), and jobs where there have traditionally been rates equal or similar to trades rates which will be disrupted. We are going to be discussing this in the future.

Questions

Please direct any questions to:

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