

Issue of the day: Position Classification



LOCAL 20221

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Article 41.02

Union Proposal:

41.02

When the Employer establishes a new position, changes the duties of an employee, or upon request of the Union, the Employer will establish a rate of pay and notify the Union in writing, including the rationale for the rate and classification. In the event the Union disagrees with the rate or classification, the Union will advise the Employer in writing within thirty (30) days from the date of notification and request a meeting with the management personnel involved. Failing agreement, the issue may be submitted to the Grievance and Arbitration Procedure.

Rationale:

Our proposal is an attempt to ensure that when the Employer adds additional duties to a position, that there is recourse available for review. Some positions have changed quite a bit as a result of the Employer's habit of adding more duties. This is quite a regular occurrence at the Airport.

The Employer does not want "band creep" or the false expectation that just because employees are doing something different, they will change bands. The Employer is quite happy, to have "work creep", an ability to keep adding to employees' work loads without concern for increasing wages or even a cap on a reasonable work load. They do not want to go through the process of job evaluation again and perceives that our proposal would result in the Employer continually evaluating jobs.