

Placement on Salary Scales

- Identified during bargaining as a significant factor relating to recruitment
- Salary scales are long (10-18 steps)
- Starting wages are low compared to industry in several sectors
- Advertising the entire scale gives the impression wages may even be lower than they are

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- In preparing for bargaining, we recognized difficult issues in changing placement rules
- Proposed instead to restructure salary scales and reducing steps
- Current placement rules would then give new employees higher starting wages
- Provincial mandate prevented the Institute from negotiating scale restructuring

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- Six months after bargaining, BCIT asked us to remove caps on the Faculty scale for a new Instructor in Civil Engineering
- We agreed with two conditions:
 - The same change would apply to all departments facing recruitment challenges
 - All Instructors in the department with similar qualifications would be raised to the same step as the new Faculty

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- Two months after that, BCIT asked us to waive the placement rules for an appointment in Health
- The FSA Executive concluded that placement must be reviewed comprehensively
- Today we want to start consulting with members about how to change placement

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Assumptions for Changing Placement:

- Salary scales cannot be changed
- Rules will be applied the same in all departments with similar conditions
- Staff with similar qualifications and lower rates of pay than a new employee will be lifted to the new employee's rate of pay

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Difficulties in Changing Placement:

- Current rules reflect value placed on education and experience
- Large potential costs go with equitable treatment of existing staff
- Promotion within the Bargaining Unit also potentially affected
- Without changing scales, benefits for recruitment may be limited

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Some Options:

- Remove overall caps and/or cap given for experience and/or education
- Suspend rules where recruitment problem is demonstrated
- Increase steps given for education and/or experience
- Add steps for other reasons, such as achievement, industry comparison, etc.

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Next Steps:

- We need to hear the views of members here, in other meetings, in conversations, and by e-mail (preniers@bcit.ca)
- Based on that feedback, the FSA will develop a position to bring to management
- We will continue to talk to members about placement as we attempt to negotiate with management