

Letter

February 25, 2022

Mike Eso
Regional Coordinator
BCGEU

Dear Mr. Eso:

Re: Expressions of Interest

The Union has raised concerns with the Employer's practice of using Expressions of Interest to fill vacancies of a temporary nature. The following outlines the parties understanding.

The parties agree that Expressions of Interest must adhere to the Main and relevant Component collective agreements as well as the *Public Service Act*. The Main Agreement requires vacancies of a temporary nature, which are known to exceed seven months, to be posted within 30 days.

The Parties also have a shared commitment to a meritorious hiring process.

Accordingly, during the term of the 19th Main Agreement, the BC Public Service Agency commits to:

- an outreach and education process with ministries to ensure that they are aware of their obligations under Clause 12.1 and the Component Agreements; and,
- provide the Union all outreach and education materials to ensure transparency and create greater confidence in the hiring process; and,
- for greater transparency, ministries will copy or share Expressions of Interest to respective Ministry Article 29 committees prior to the closing date of the posting.

The Employer further agrees that:

- Issues related to a posting raised at the Ministry Article 29 Committee which are unresolved may be referred to the Public Service bargaining principals as contemplated by Article 29.5 of the Main Agreement.

Sincerely,

Alyson Blackstock
Assistant Deputy Minister
BC Public Service Agency