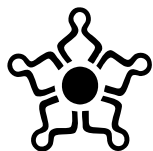


HEALTH SERVICES AND SUPPORT  
FACILITY SUBSECTOR



B.C. GOVERNMENT AND  
SERVICE EMPLOYEES'  
UNION

CLASSIFICATION  
JOB REVIEW  
REQUEST

Form No. JRR \_\_\_\_\_ ( )  
year

Name of Worksite \_\_\_\_\_

For: Name of member (Mr. Mrs. Miss Ms.) \_\_\_\_\_

Home Address: (Street, City, Postal Code) \_\_\_\_\_

Home Telephone: \_\_\_\_\_ Work Telephone: \_\_\_\_\_

Seniority Date: \_\_\_\_\_ Social Ins. No.: \_\_\_\_\_

Employee Status Date: Full-Time ( ) Part-Time ( ) Casual ( )

Department: \_\_\_\_\_ Work Area: \_\_\_\_\_

Job Title: \_\_\_\_\_

Wage Rate (monthly): \_\_\_\_\_ (hourly): \_\_\_\_\_  
(highest increment)

Benchmark Title: \_\_\_\_\_

Benchmark Pay Rate Code \_\_\_\_\_

The above job title is incorrectly slotted and should fall under \_\_\_\_\_  
(title)

benchmark with a present pay rate of \_\_\_\_\_/month \_\_\_\_\_/hour  
(highest increment)

due to the following required job duties and/or qualifications:

(List off job duties and/or qualification)

Member's Signature: \_\_\_\_\_

Date Filed: \_\_\_\_\_

BCGEU Officer/Shop Steward Signature: \_\_\_\_\_

In accordance with the Classification Maintenance Plan the Employer will forward copies of this form to BCGEU within  
10 calendar days. \_\_\_\_\_

Employer's Response: \_\_\_\_\_

Employer's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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## Instructions:

Please read carefully **before** completing the Classification Job Review Request.

1. Where the Union launches an objection under the terms of this agreement, the Employer shall provide a written response to the Union within thirty (30) calendar days.
  2. If the Employer's written response is not acceptable, or not provided within the time limit, the Union may, within a further period of thirty (30) days, refer the dispute to the Classification Referee for a final and binding decision.
  3. Any appeal by the Union to the Referee shall include written reasons in support of the appeal.
  4. Within sixty (60) calendar days of the receipt of the appeal the Referee shall make every effort to hear the dispute and render a final and binding decision in writing.
  5. The decision of the Referee shall be based upon the same criteria applicable to the parties themselves. Where the Referee allows the appeal his/her decision shall be limited to a direction that:
    - (a) the position be assigned to another existing job description and may include a direction that any incumbent in the position be displaced and that any vacancy be posted under Article 16.01 of the Facility Collective Agreement;
    - (b) a new job description be prepared by the Employer that more appropriately describes the type of duties, level of responsibilities and required qualification of the position; or
    - (c) except as outlined below, the job be appropriately classified, provided that the Referee shall not have jurisdiction to classify a job except within the existing benchmark class specifications including the rate level;
    - (d) where the Referee concludes that a position does not conform to an existing benchmark class specification, the Referee shall notify the HEABC and the Union of his/her decision. The HEABC and the Union shall endeavour to establish an appropriate benchmark class specification for the position. Failing mutual agreement by the parties, each party shall make a submission within thirty (30) days to the Referee as to the appropriate benchmark to be established. The Referee shall establish a new benchmark or amend an existing benchmark and the decision of the Referee shall be binding on the parties. The Referee shall also establish an appropriate wage level for the new or revised benchmark.
  6. A hearing called by the Referee shall have the same status as an Arbitration Board pursuant to Article 11 of the Facility Collective Agreement.
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