



**Vincent L. Ready**  
**Labour Arbitration and Mediation Services Ltd.**

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File: 33067

June 17, 2016

VIA EMAIL ONLY

Health Employers Association of BC  
200 – 1333 West Broadway  
Vancouver, BC V6H 4C6

BC Government & Service  
Employees' Union  
4911 Canada Way  
Burnaby, BC V5G 3W3

Attn: Paul Lim

Attn: Esther Ostrower

Dear Sir and Madam:

**LETTER DECISION**

Re: Health Employers Association of BC –and–  
BC Government & Service Employees' Union  
(CBA – Comparability – Benchmark Reviews – MOU #34)

I am in receipt of the HEABC's May 27, 2016 response to my earlier request for clarification regarding churn statistics for the Support Worker 2 classification.

I am also in receipt of a May 17, 2016 letter from BCGEU asking to send information to me prior to any ultimate determination. For reasons which will become evident, I do not require further information from the Union.

HEABC's May 27<sup>th</sup> churn statistics too narrowly defines "like" positions" as "comparator" positions. Moving to a "like" position, as I consider the term, encompasses movement from Community to the Facilities Subsector into any position in the same general category (i.e., all clerical positions or all patient care positions), not only movement to a specific comparator position.

I do not propose to pursue further modification of the analytical paradigm in this case. Further parsing and statistical analysis, absent a solid agreed-upon data foundation, would only exacerbate the dispute.

What is evident from the current data is that the total outflow percentages for the three subject classifications are comparable. Even using the Employer's narrowly structured churn rate percentages (of total population), the rate for SW2 is 0%, and the rate for AS3 is 0.1%; hardly a significant variance on which to fundamentally distinguish between the two classifications.

In short, the available turnover/churn statistics comparing the SW2, AS3 and CHW2 classifications are not significantly dissimilar enough as to justify the exclusion of the SW2 Classification from receipt of comparability monies.

Accordingly, I award the distribution proposal of the Union; that is the proposal which includes SW2.

I trust the parties can come to an agreement on the \$664.89 residual.

It is so awarded.

VINCENT L. READY  
LABOUR ARBITRATION & MEDIATION SERVICES LTD.



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