

Memorandum of Agreement

Between: The Government of British Columbia
represented by the
British Columbia Public Service Agency

And: B.C. Government and Service Employees' Union (BCGEU)

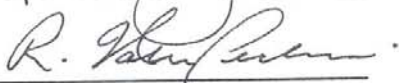
Respecting: Salary Administration Pertaining to Growth Series

Appendix L of the MOU PSJEP shall be amended as follows:

1. A regular employee who substitutes into a designated BCGEU growth position, as listed in Appendix L, is not entitled to substitution pay as per Article 27.4. Instead, the employee is placed into the growth model at the appropriate level based on their qualifications and experience including previous hours of substitution.
2. If the employee's salary in the growth model is less than that of their permanent base position, their base salary rate will be maintained until such time as they reach a level on the model that exceeds their base pay.
3. After placement per #1 and #2 above, the employee continues to move through the growth model until they have sufficient hours accumulated (as per the specific growth model) to move to Step 1 of the full working level of the growth position.
4. Once an employee is placed in the full working level, they will continue to accumulate all straight time substitution hours towards an increment in the growth position. As per general increment policy, these hours will also be credited towards the next increment in their permanent base position, if applicable.
5. Where an employee is permanently appointed to a position within the same growth classification for which they have accumulated substitution hours, these hours will be credited towards their level/step placement in the permanent appointment. The employee is not entitled to the provisions of Article 27.5
6. If the employee is within 456 hours (approximately 3 months) of being eligible for an increment at the full working level of the growth classification, appointment to the permanent position will be at the new step level. In all cases, the anniversary date for future increment purposes for the employee at the full working level will be the employee's date of permanent appointment.

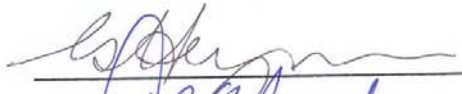
For the Employer:






Nov. 14/04
Date

For the Union:





Dec. 11/06
Date