

## 2013 Approved Professional Fee Schedule

**Note: As per the collective agreements, fees are capped at the rates listed below**

Professional Occupation	Professional Body	Total Amount Reimbursed
Agrologist	BC Institute of Agrologists	\$350.00
Biologist	College of Applied Biology of BC	\$325.00
Certified General Accountant	Certified General Accountants Association of BC	\$863.63
Certified Management Accountant	Certified Management Accountants of BC	\$855.75
Chartered Accountant	Institute of Chartered Accountants of BC	\$1086.75
Dietitian	College of Dietitians of BC	\$500.00
Engineer	Association of Professional Engineers and Geoscientists of BC	\$375.20
Forest Technologist	Association of BC Forest Professionals	\$331.17
Forester	Association of BC Forest Professionals	\$482.63
Geologist	Association of Professional Engineers and Geoscientists of BC	\$375.20
Licensed Practical Nurse	College of Licensed Practical Nurses of BC	\$225.00
Nurse (RN)	College of Registered Nurses of BC	\$250.00
Nurse (RPN)	College of Registered Psychiatric Nurses of BC	\$250.00
Pharmacist	College of Pharmacists of BC	\$682.50
Physiotherapist	College of Physiotherapists of BC	\$425.00
Property Negotiator	Appraisal Institute of Canada	\$833.50
	Real Estate Institute of BC	\$425.65
Psychologist	College of Psychologists of BC	\$1,200.00
Veterinarian	BC Veterinarian Medical Association	\$1,290.00
BCGEU memberships not listed above		\$200.00

### General Criteria - All Employee Groups:

- Membership in a professional association must be a condition of employment (not a preference).
- Employees must have completed their probationary period.
- Employees receive full reimbursement of fees (**capped at the 2009 fee for BCGEU and the 2011 rate for PEA**) if they are required to maintain membership in one of the professional associations listed above.
- Employees receive reimbursement to a maximum of \$200 annually if they are required to maintain professional membership in an association other than one of those listed above.
- The 2013 rates for PEA and BCGEU are effective April 1, 2013. Fees that come due prior to the April 1, 2013 effective date can be reimbursed at the new rates provided that employees submit their receipts to the Employer on or after April 1, 2013. This applies to 2013 calendar year fees that come due between November 1, 2012 and March 31, 2013. If receipts are submitted prior to April 1, 2013, they will be paid at the old rates (i.e., at the 2005 fee cap)."
- Please note that the GST or HST portion of reimbursed fees paid must be reported separately. Please report the "Fees excluding GST/HST", the "GST/HST Amount", and the "Total Amount Reimbursed" in the appropriate spaces on the Reimbursement of Incidental Expenses Form. For example:
  - When GST was paid, multiply the "Total Amount Reimbursed" by 5/105 to determine the GST to enter as the "GST/HST Amount." The difference between these two line items is the "Fees excluding GST/HST" amount.
  - When HST was paid, multiply the "Total Amount Reimbursed" by 12/112 to determine the HST to enter as the "GST/HST Amount." The difference between these two line items is the "Fees excluding GST/HST" amount.

### Specific Criteria by Employee Group (see applicable Agreements/Terms and Conditions for specific language):

**BCGEU:** Employees must be regular and have completed their probationary period. Employees receive full reimbursement capped at the 2009 fee rate.

**PEA:** Employees must be regular and have completed their probationary period. Employees receive full reimbursement capped at the 2011 fee rate.

**Nurses:** Employees must be regular, full-time and have completed their initial probation period. Reimbursement will be pro-rated for regular, part-time employees.

**Excluded Employees:** Excluded employees receive professional dues reimbursement as per their bargaining unit counterparts. Accounting Managers who require their CA, CMA or CGA will receive full reimbursement (no cap applied).