

## Approved Professional Fee Schedule

(April 1, 2019 – March 31, 2022)

| Employee Group | Professional Occupation                 | Professional Body   | Maximum Amount Reimbursed |
|----------------|---|---|---------------------------|
| PEA            | Agrologist                              | BC Institute of Agrologists                                   | \$475.00                  |
| BCGEU          | Biologist                               | College of Applied Biology of BC                              | \$325.00                  |
| BCGEU          | Chartered Professional Accountant (CPA) | Chartered Professional Accountants of BC                      | \$1,020.00                |
| BCGEU          | Dietitian                               | College of Dietitians of BC                                   | \$580.00                  |
| PEA            | Engineer                                | Association of Professional Engineers and Geoscientists of BC | \$435.75                  |
| BCGEU          | Forest Technologist                     | Association of BC Forest Professionals                        | \$531.04                  |
| PEA            | Forester                                | Association of BC Forest Professionals                        | \$581.86                  |
| PEA            | Geologist                               | Association of Professional Engineers and Geoscientists of BC | \$435.75                  |
| Nurse          | Nurse (RN)                              | College of Registered Nurses of BC                            | \$300.00                  |
| Nurse          | Nurse (RPN)                             | College of Registered Psychiatric Nurses of BC                | \$300.00                  |
| PEA            | Pharmacist                              | College of Pharmacists of BC                                  | \$724.00                  |
| PEA            | Physiotherapist                         | College of Physical Therapists of BC                          | \$500.00                  |
| BCGEU          | Registered Professional Planners *NEW*  | Planning Institute of BC                                      | \$551.00                  |
| BCGEU          | Property Negotiator                     | Appraisal Institute of Canada                                 | \$1,040.00                |
|                |   | Real Estate Institute of BC                                   | \$590.50                  |
| PEA            | Psychologist                            | College of Psychologists of BC                                | \$1,200.00                |
| PEA            | Veterinarian                            | College of Veterinarians of BC                                | \$1,464.75                |
| BCGEU          | BCGEU memberships not listed above      | Various   | \$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 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.
- **Please note** that some associations charge **GST** in addition to membership fees/dues. The GST portion of reimbursed fees paid must be reported separately in the appropriate spaces on the Reimbursement of Incidental Expenses Form.

### 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 **2018** fee rate.

**PEA:** Employees must be regular and have completed their probationary period. Employees receive full reimbursement capped at the fee rate set on **January 1, 2019**.

**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).