

**Terms and Conditions of Employment for Excluded Employees/Appointees:  
Appendix 6: Eligibility Matrix**

Directive 5.5, 2005 (with new numbering)	Dir 4.5 Old #'s	MANAGEMENT*			LEGAL COUNSEL REG.	SCHEDULE A			STAT TERM UNDER 60 DAYS	ORDERS IN COUNCIL			
		REG.	AUXILIARY			REG.	AUXILIARY			A	B	C	D
			TO 1827	OVER 1827			TO 1827	OVER 1827					
<b>PART I INTERPRETATION</b>													
1) Objective		X	X	X	X	X	X	X	X	X	X	X	X
2) Application and Scope		X	X	X	X	X	X	X	X	X	X	X	X
3) Definitions	1	X	X	X	X	X	X	X	X	X	X	X	X
4) Assignment of Terms and Conditions		X	X	X	X	X	X	X	X	X	X	X	X
<b>PART II EMPLOYEE/APPOINTEE CONDUCT</b>													
5) Oath of Office	2	X	X	X	X	X	X	X	X	X	X	X	X
6) Standards of Conduct	3	X	X	X	X	X	X	X	X	X	X	X	X
<b>PART III GENERAL CONDITIONS</b>													
7) Probation	15	X	X	X	X	X	X	X	X	X	X	N/A	N/A
8) Movement from One Employee/ Appointee Category to Another		X	X	X	X	X	X	X	X	X	X	X	X
9) OIC Appointee Movement to a Public Service Position		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	X	N/A
10) Bridging of Service	4	X	N/A	N/A	X	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11) Dispute Resolution:													
11.1) Legal Counsel		N/A	N/A	N/A	X**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
11.2) Human Rights in the Workplace	7.2	X	X	X	X	X	X	X	X	X	X	X	X
12) Hours of Work:													
12.1) Management, Statutory Term with Management Classification, OIC Categories A and C	8	X	X	X	X	N/A	N/A	N/A	X	X	N/A	X	N/A
12.2) Schedule A, Statutory Term with Bargaining Unit Classification, OIC Category B	9	N/A	N/A	N/A	N/A	X	X	X	X	N/A	X	N/A	N/A
13) Meal & Rest Breaks	12	X	X	X	X	X	X	X	X	X	X	X	N/A
14) Pro-rating Allowances & Entitlements	16	X	X	X	X	X	X	X	N/A	X	X	X	N/A
15) Recognition of Past Service													
15.1) Re-employment of former employees	17	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	N/A	N/A
15.2) Recognition of Service with other Agencies	17	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	N/A	N/A
*Salaried Physicians are covered by the terms and conditions applicable to management employees except where otherwise provided in the Agreement Between the Government of British Columbia and Public Service Salaried Physicians. Legal Counsel are covered by the terms and conditions applicable to management employees except where otherwise specified in Terms and Conditions Policy 5.5, in the Agreement between the Government of British Columbia and the British Columbia Crown Council Association, or in a Treasury Board Order.					**Crown Counsel is covered under the Crown Council Agreement, while remaining Legal Counsel are covered under Dispute Resolution for Legal Counsel								

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<b>PART IV SALARY ADMINISTRATION</b>													
<b>16)</b> Salary Assignment													
<b>16.1)</b> Salary Assignment: All Management Except Category D	20	X	X	X	X	N/A	N/A	N/A	X	X	X	X	N/A
<b>16.2)</b> Salary Assignment: Category D	23	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X
<b>16.3)</b> Salary Assignment: Employees/Appointees with Bargaining Unit Equivalent Classifications	21	N/A	N/A	N/A	N/A	X	X	X	X	N/A	X	N/A	N/A
<b>16.4)</b> Salary Assignment: Legal Counsel	22.1	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>17)</b> Final Month's Salary Where Death Occurs in Service	25	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	X	N/A
<b>PART V OVERTIME, CALL-OUT, STAND-BY, SHIFT PREMIUM</b>													
<b>18)</b> Overtime Defined	26	N/A	N/A	N/A	N/A	X	X	X	X*	N/A	X	N/A	N/A
<b>19)</b> Overtime Compensation Rates	27	N/A	N/A	N/A	N/A	X	X	X	X*	N/A	X	N/A	N/A
<b>20)</b> Overtime Calculation	28	N/A	N/A	N/A	N/A	X	X	X	X*	N/A	X	N/A	N/A
<b>21)</b> Overtime Payment Option:													
<b>21.1)</b> Statutory Term with Bargaining Unit Classification	29	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X*	N/A	N/A	N/A	N/A
<b>21.2)</b> Other Groups	30	N/A	N/A	N/A	N/A	X	X	X	N/A	N/A	X	N/A	N/A
<b>22)</b> Overtime Meal Allowance	31	N/A	N/A	N/A	N/A	X	X	X	N/A	N/A	X	N/A	N/A
<b>23)</b> Call-out Defined	33	N/A	N/A	N/A	N/A	X	X	X	N/A	N/A	X	N/A	N/A
<b>24)</b> Call-out Pay Rate	36	N/A	N/A	N/A	N/A	X	X	X	N/A	N/A	X	N/A	N/A
<b>25)</b> Shift Premium Defined	40	N/A	N/A	N/A	N/A	X	X	X	X*	N/A	N/A	N/A	N/A
<b>26)</b> Shift Premium Compensation Rate	41	N/A	N/A	N/A	N/A	X	X	X	X*	N/A	N/A	N/A	N/A
<b>27)</b> Late Night Transportation Cost Reimbursement	42	X	X	X	X	X	X	X	X	X	X	X	N/A

\*With bargaining unit classification

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<b>PART VI ALLOWANCES/ REIMBURSABLE EXPENSES</b>													
<b>28.1)</b> General Payment Provisions	51	X	X	X	X	X	X	X	X	X	X	X	N/A
<b>29)</b> Board & Lodging Expenses	52	X	X	X	X	X	X	X	X	X	X	X	N/A
<b>30)</b> Child Care Expenses	52.1	X	X	X	X	X	X	X	N/A	X	X	X*	X*
<b>31)</b> Expenses Where Illness, Injury, or Death Occurs Outside BC While on Employer's Business:	54												
1) Medical Costs	(1)	X	X	X	X	X	X	X	N/A	X	X	X	X
2) Living Costs	(2)	X	X	X	X	X	X	X	N/A	X	X	X	X
3) Transport Deceased	(3)	X	X	X	X	X	X	X	N/A	X	X	X	X
<b>32)</b> Isolation Expenses	56	X	X	X	X	X	X	X	X	X	X	X	N/A
<b>33)</b> Pre-retirement Leave/ Allowance	58	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	X	N/A
<b>34)</b> Professional Association Fee Reimbursement	added	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	N/A	X	N/A
<b>35)</b> Professional Accounting Fee Reimbursement	added	X	N/A	N/A	X	N/A	N/A	N/A	N/A	X	N/A	X	N/A
<b>36)</b> Prof. Fee Reimbursement - Legal Counsel	59.1	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>37)</b> Reimbursement Necessary Foreign Travel Documents & Medicals	60	X	X	X	X	X	X	X	N/A	X	X	X	N/A
<b>38)</b> Relocation Expenses:													
<b>38.1)</b> Existing Regular, Auxiliary Over 1827 Hours, OIC ABC	62	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
<b>38.2)</b> Auxiliary Under 1827	61	N/A	X	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A
<b>38.3)</b> New Regular Management, New OIC A and C	added	X	N/A	N/A	X	N/A	N/A	N/A	N/A	X	N/A	X	N/A
<b>38.4)</b> New Schedule A, New OIC B	added	N/A	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	X	N/A	N/A
<b>39)</b> Travel Expenses & Exec Leased Vehicles ( <b>39 [4]</b> Deputy Ministers & Associate DMs)	64	X	X	X	X	X	X	X	X	X	X	X	X
	64(#4)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	DM/ADM	N/A	N/A	N/A

\*Limited application: See Section 30 of Terms and Conditions of Employment, and TBO 01/04 and 03/04.

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<b>PART VII</b>													
<b>STATUTORY HOLIDAYS</b>													
40) Designated Statutory in BC	65	X	X	X	X	X	X	X	X	X	X	X	N/A
41) Designated Statutory Holidays Falling on Saturday or Sunday	67	X	X	X	X	X	X	X	X	X	X	X	N/A
42) Designated Statutory Holiday Entitlement													
42.1) Auxiliary & Statutory Term	68	N/A	X	X	N/A	N/A	X	X	X	N/A	N/A	N/A	N/A
42.2) Regular Schedule A & OIC Category B	69	N/A	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	X	N/A	N/A
42.3) Full Time Regular Management, OIC Categories A & C	70	X	N/A	N/A	X	N/A	N/A	N/A	N/A	X	N/A	X	N/A
42.4) Regular Management & OIC Categories A & C Working Less Than Full Time	added	X	N/A	N/A	X	N/A	N/A	N/A	N/A	X	N/A	X	N/A
<b>PART VIII</b>													
<b>ANNUAL VACATION</b>													
43) Annual Vacation Entitlement:													
43.1) Auxiliary Under 1827	71	N/A	X	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A
43.2) Statutory Term	73	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A
43.3) All Other Groups	74	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
43.4) Added Vacation for Deputy Ministers and Associate DMs	75	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	N/A	N/A	N/A
44) Vacation Year	77	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
45) Earning Vacation Entitlement	78	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
46) Vacation Scheduling	79	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
47) Vacation Carry Over	80/81	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
48) Call Back from Vacation	82	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
49) Vacation Displaced by Leave with Pay	83	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	X	N/A
50) Spectial Vacation Subsidy - Isolated and Remote Locations	84	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	X	N/A
51) Vacation at Time of Retirement	85	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
52) Vacation/Banked Leave Payout													
1) Termination	86	X	X	X	X	X	X	X	X	X	X	X	N/A
2) Unused vacation/EBP	86	X	X	X	X	X	X	X	N/A	X	X	X	N/A

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<b>PART IX</b>													
<b>LEAVES</b>													
<b>53)</b> Athletic & Cultural Events Leave	88	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	X	N/A
<b>54)</b> Conferences, Courses: Legal Counsel	89.1	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>55)</b> Deferred Salary Leave Program	89.2	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	N/A	N/A
<b>56)</b> Exchange Program Leave	93	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	N/A	N/A
<b>57.1)</b> General Leave of Absence With Pay	95	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
<b>58)</b> General Leave of Absence Without Pay													
<b>58.1)</b> General Leave of Absence Without Pay	96	X	X	X	X	X	X	X	X	X	X	X	N/A
<b>58.2)</b> Additional Leave of Absence Without Pay: Legal Counsel	96.1	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>59)</b> Leave to Obtain Passports, Visas & Other Foreign Travel Documents	98	X	X	X	X	X	X	X	X	X	X	X	N/A
<b>60)</b> Leave to Run for and Hold Political Office													
<b>60.1)</b> OIC A & B	99	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X	X	N/A	N/A
<b>60.2)</b> Regular Employees	100	X	N/A	N/A	X	X	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>61)</b> Maternity & Parental Leave: Auxiliary Under 1827 Hours & Statutory Term	102	N/A	X	N/A	N/A	N/A	X	N/A	X	N/A	N/A	N/A	N/A
<b>62)</b> Maternity, Parental, Pre-Placement Adoption, and Extended Child Care Leave	103	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
<b>63)</b> Paid Absence Prior to Retirement	104	X	X	X	X	X	X	X	N/A	X	X	X	N/A
<b>64)</b> Voting Leave	107	X	X	X	X	X	X	X	X	X	X	X	N/A

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<b>PART X</b>													
<b>BENEFIT PLANS/PROVISIONS</b>													
65) Executive Benefit Plan	43	X	N/A	N/A	X	N/A	N/A	N/A	N/A	X	N/A	X	N/A
66) Canada Pension Plan	48	X	X	X	X	X	X	X	X	X	X	X	N/A
67) Government of British Columbia Pension Plan	49/50	X	X	X	X	X	X	X	N/A	X	X	X	N/A
68) Accident & Liability Coverage: OIC Category D	108	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	X
69) Air Travel Insurance	109	X	X	X	X	X	X	X	X	X	X	X	X
70) Health Benefits: Auxiliary Under 1827 Hours	110	N/A	X	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A
71) Basic Medical Insurance, Dental Plan, & Extended Health	113/ 115/116	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
72) Group Life Insurance	118	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
73) Indemnity Protection	119	X	X	X	X	X	X	X	X	X	X	N/A	N/A
74) Long Term Disability Plan:	120/121	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	X	N/A
75) Loss of Benefits: Auxiliary Over 1827 Hours	122	N/A	N/A	X	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A
76) Sick Benefit	126	X	N/A	X	X	X	N/A	X	N/A	X	X	X	N/A
77) Weekly Indemnity Plan: Auxiliary Employees Under 1827 Hours	128	N/A	X	N/A	N/A	N/A	X	N/A	N/A	N/A	N/A	N/A	N/A
78) Employment Insurance	127	X	X	X	X	X	X	X	X	X	X	X	N/A
79) Workers' Compensation	129	X	X	X	X	X	X	X	X	X	X	X	X
80) Personal Property Repair/Replacement	123	X	X	X	X	X	X	X	X	X	X	X	X
81) Private Vehicle Damage Reimbursement	124	X	X	X	X	X	X	X	X	X	X	X	X
82) Benefit Plans and Provisions	131	X	N/A	N/A	X	X	N/A	N/A	N/A	X	X	X	N/A

**SCHEDULES**

- 1) Executive Benefit Plan
- 4) Isolation Expenses
- 5) Relocation Expenses
- 6) Executive Vehicles

- 7) Paid Absence
- 9) Designated
- 10) Pension