

Memorandum of Agreement

between

**The Government of the Province of British Columbia
(represented by the BC Public Service Agency)**

and the

B.C. Government & Service Employees' Union

respecting

Vacation for Benefited Auxiliary Employees Upon Attaining Regular Status

In recognition and in the interests of auxiliary employee's commitment to longer term career opportunities in the Public Service, the Parties agree as follows.

1. Commencing January 1, 2008, a regular employee who:
 - a). has previously qualified for vacation leave as an auxiliary employee pursuant to Clause 31.11(d) of the Master Agreement (i.e. completed 1827 hours in 33 pay periods), and, providing seniority has not been lost pursuant to Clause 31.4(a), (b), (c), or (d),
 - b). subsequently attains regular status

will have their **vacation year** as outlined in Clause 18.1(b) increased by 1 (one). Except as noted in (2) below, this increase of vacation year will be effective in the vacation year immediately following the year in which the employee attains regular status.

2. For clarity, it is understood and agreed that no additional vacation entitlements/cost shall accrue prior to calendar year 2008 and any retroactive recognition prior to 2008 (for future vacation entitlement) applies only to current employees. In this regard, a current regular employee who met the criteria outlined in (a) and (b) above prior to the 2008 vacation year, will have their vacation year adjusted for the 2008 vacation year subject to the application procedures outlined in 3 below.

3. If an eligible employee has not received the Employer's confirmation that their vacation year is being adjusted by April 30, 2008, it is the employee's responsibility to apply to their BCPSA Client Services Office (or if BCPSA is not their Human Resource service provider, their Human Resource Office) prior to June 30, 2008. Applications received after June 30, 2008 will not be considered unless leave has prevented the employee from making application.

4. This Memorandum of Agreement shall terminate upon expiry of the 14th Master Agreement (March 31, 2010), unless renewed by mutual agreement between the Parties. If not renewed, employees who have had vacation year adjusted pursuant to this Agreement shall maintain the adjustment.

For the BCGEU

George Heyman

For the BC Public Service Agency

D. Mikheev

Dated this ⁷~~4~~th day of January 2008

Myles, Deborah PSA:EX

From: Carragher, Bill PSA:EX
Sent: Tuesday, July 15, 2014 9:53 AM
To: Myles, Deborah PSA:EX
Subject: FW: Vacation for Benefited Auxiliary Employees Upon Attaining Regular Status

From: Lau, Caryl PSA:EX
Sent: Wednesday, March 26, 2014 4:03 PM
To: Carragher, Bill PSA:EX
Subject: MOA: Vacation for Benefited Auxiliary Employees Upon Attaining Regular Status

Hi Bill,

FYI. Attached is some information that was attached to Doug Caul's email regarding the MOA's. It provides an example of how an employee's vacation was calculated under the old model and how it would be calculated under the MOA.



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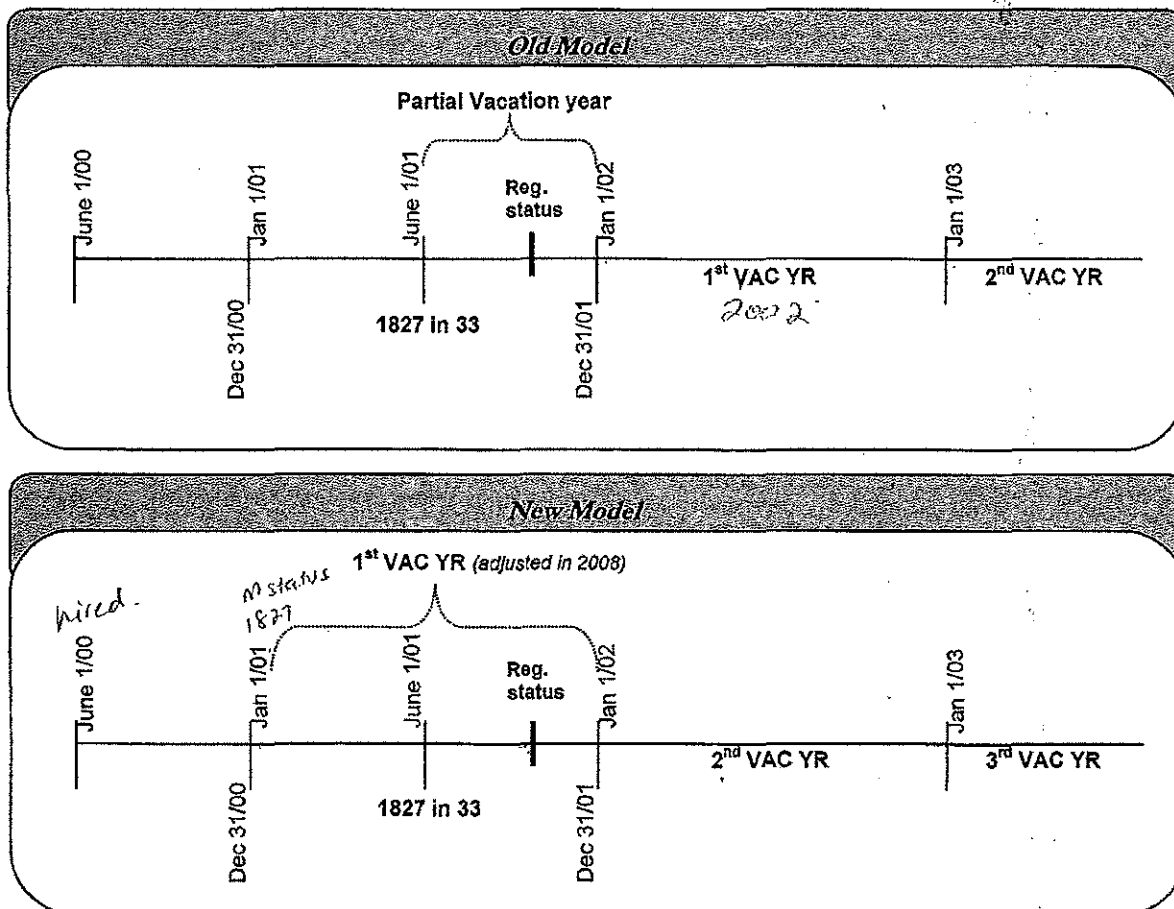
An employee is hired as an auxiliary employee effective June 1, 2000. This employee works 1827 hours in 33 pay periods and qualifies for vacation in accordance with Article 31.11(d) of the Master Agreement effective June 1, 2001. This employee is converted to regular status effective November, 1, 2001.

Under the old model, the period June 1, 2001 to December 31, 2001 would be the first partial vacation year in accordance with Article 18.2 of the Master Agreement. The employee would be entitled to $1\frac{1}{2}$ day of vacation for every month in which the employee earned 10 days pay.

This employee's first vacation year would be January 1, 2002 to December 31, 2002. The second vacation year would be 2003 and on.

Under the new model, the vacation year would be recalculated to include the 1827 hours in 33 pay periods used to qualify for vacation entitlement. This changes the first vacation year to January 1, 2001 to December 31, 2001. Vacation days from prior years are not credited; any additional vacation days resulting from the entitlement change are only effective from the 2008 vacation year and forward.

Please see the diagrams below:



Employees must have been entitled to vacation in accordance with Article 31.11(d) in the past or there is no change to the vacation year.

1. Employees must not have lost their seniority in accordance with Article 31.4.
2. This only applies to regular employees.
3. The retroactivity applies to the calculation of vacation year only and does not include any vacation days earned prior to 2008.