MEMORANDUM OF SETTLEMENT

Between the

BC Energy Regulator

And the

Professional Employees Association

The parties agree to recommend to their principals for ratification a renewal collective agreement for a term from July 1st 2025 to June 30, 2029 on the basis of the attached Union's Revised Framework Offer for Settlement and attached executed green sheets.

Signed this 6 of August, 2026

Signed on Behalf of PEA

Melissa Moroz
PEA Executive Director

Suzanne Mathews
Bargaining Commitee

Signed on behalf of BCER (Employer)

Andrea Osterlund
Director, Learning
& Development

BC Energy Regulator
PEA

Housekeeping

Change all references from “casual” employees to “temporary” employees throughout the collective agreement.

________________________________ ________________________________
For the Union For the Employer

________________________________ ________________________________
For the Union For the Employer

____
Date

TENTATIVELY AGREED

RENEWAL OF THE 2025 BCER/PEA COLLECTIVE AGREEMENT

ARTICLE 3 - STANDARDS OF PERFORMANCE, PROFESSIONAL REQUIREMENTS, ETC.

3.04 Professional Qualifications

It shall be a condition of continued professional employment that employees must apply for ~~enrolment~~ **registration** in their appropriate professional licensing body by the thirtieth day of continuous service**, and obtain and maintain membership in good standing thereafter.**

Signed this th day of June 2026, by:

PEA	BCER
____________________	____________________
Laura Kate Jeffreys	Andrea Osterlund

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

Article 3.08

3.08 Access to ~~Documents~~ **Information**

The Regulator agrees that the effective performance of employees requires that they have ready access to **information,** publications, reports and public documents in topic areas related to their work unit, and the Regulator, therefore, agrees to facilitate such access.

Signed this th day of June 2026, by:

PEA	BCER
____________________	____________________
Laura Kate Jeffreys	Andrea Osterlund

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

Article 4

ARTICLE 4 - CHECK-OFF OF ASSOCIATION DUES

The Regulator agrees to deduct from the salary of each employee, membership dues in the Union in the amount specified by the Union, and to forward to the Union the total amount of such dues or fees collected with the lists of those employees for whom deductions were made in the month concerned, together with a supplementary list of those employees within the bargaining unit for whom a deduction was not made.

The following information shall be supplied to the Association with a Dues Report on a bi-weekly basis:

- **Pay period ending date**
- **Pay period pay date**
- **Employee ID**
- **Last Name**
- **First Name**
- **Hourly pay rate at the end of the pay period**
- **Work email address**
- **Classification title**
- **Classification grade**
- **Department ID (Paylist)**
- **Dues paid**
- **Location**

The Regulator shall supply each employee without charge a statement for income tax purposes showing the deductions paid to the Union by the employee in the previous year. Such statements shall be provided to the employee prior to March 1 of the succeeding year.

Signed this th day of June 2026, by:

PEA	BCER
____________________	____________________
Laura Kate Jeffreys	Andrea Osterlund

TENTATIVELY AGREED

RENEWAL OF THE 2025 BCER/PEA COLLECTIVE AGREEMENT

ARTICLE 13.02 – Work Schedules

Subject to Clause 13.01 of this Agreement:

(a) The following guidelines for establishing work schedules shall apply:

(i) The regular work day shall not be longer than 10 hours, exclusive of meal period(s).

(ii) No employee shall work more than 14 days without a day of rest.

(iii) All work schedules shall indicate the regular starting and finishing times of each shift.

(iv) An employee shall give consent before being required to work split shifts.

(v) Where the hours of operation involve Saturday and/or Sunday work, days of rest shall be rotated on an equitable basis.

(vi) Where the hours of operation involve more than one shift, shift work shall be rotated on an equitable basis.

(b) Flex Time

(i) Flex time hours are recognized where it may be mutually beneficial for certain operations and are defined as the hours worked by an employee who has authorized approval from the Regulator.

(ii) Flex time means the hours worked by an employee who is given the authority to choose starting and finishing times within the following parameters:

(1) The length of **a** work day is seven (7) hours a day with an hour lunch break;

(2) Hours worked past 7 hours will be banked up to a maximum of 35 hours at any time;

(3) The maximum annual banked hours will not exceed effective December 31, 2015 the banked hours will not exceed 140;

(4) Employees working flex time hours, which results in banked time, must have earned any banked time before it is taken, and

(5) Banked hours are not eligible to be paid out but may be carried forward in accordance with the maximum in (2) above.

(c) Modified Work Week

Where a modified work week is in place, there are two (2) modified work week schedules available to choose from and prior approval by the Regulator is required. Employees may accrue earned days off to be scheduled by mutual agreement subject to operational requirements.

Schedule	Length of Scheduled Shift	Shift Pattern	Work Days Scheduled	Work Days Required	Surplus	Shortfall
A	7 hours, 30 min.	5:2	250	233	17 days	-
B	7 hours, 30 min	5:2, 5:2, 4:3	-	-	-	-

(i) For vacation purposes employees shall remain on the agreed work schedules and vacation entitlement shall be converted to hours. The scheduled daily hours shall be deducted from the vacation entitlement for each day of vacation taken.

(ii) For STIIP purposes the Regulator will audit all MWW schedules and any shortfalls owing from STIIP leave will be taken from vacation entitlement or CTO Bank;

(iii) Any shortfall arising from designated paid holidays within the schedule shall be scheduled by mutual agreement when the schedule is drawn up;

(iv) Employees working in schedule **(A)**~~(i)~~ above, which results in a 17 day surplus, must have earned any surplus days before they are taken.

(v) Where, as a result of **schedule (A)** ~~(c)~~ above, surplus days off are to be scheduled in when the schedule is drawn up, subject to (iv) above, operational requirements and to any vacation ~~entitlements~~ **approvals** arising from preferences gained by seniority.

~~Notwithstanding the above, up to seven (7) surplus days may be taken with the employee's vacation entitlement at the employee's option, subject only to vacation entitlements arising from preferences gained by seniority. All remaining surplus days shall be scheduled in when the schedule is drawn up.~~

(vi) Surplus days may be taken adjacent to vacation days to a maximum of 7 days in one time-off period.

(vii) Employees may exchange days off with the Employer's approval providing there is no increased cost to the Employer.

(d) Notwithstanding (a), (b) and (c) above, it is recognized that peculiar circumstances may exist in certain operations that require deviation from the aforesaid parameters. The need for, and the extent of, such divergence shall be determined by mutual agreement within the work unit concerned and the Regulator.

(e) Where a modified work week is in place pursuant to (c) above, employees may accrue earned days off to be scheduled by mutual agreement subject to operational requirements.

(f) Work schedules may be altered at any time by mutual agreement within the work unit concerned. Failing such agreement the matter shall be referred to the Joint Consultation Committee for determination.

Pending determination by the committee, the Regulator may implement a revised work schedule subject to (a) above.

Signed this day of June 2026, by:

PEA	BCER
____________________	____________________
Laura Kate Jeffreys	Andrea Osterlund

BC Energy Regulator
PEA

ARTICLE 14 – OVERTIME PROVISIONS

14.05- Types of Overtime and Rates of Compensation

(a) (i) – *Maintain Current Language*

(ii) - Maintain Current Language

(iii) - Maintain Current Language

(iv) - Maintain Current Language

(v) A full time employee, or a part time employee whose regular work day if of the same duration as for a full time employee, who is required to work a minimum of two and one-half hours of overtime immediately before or after regularly scheduled daily hours of work, shall be provided with a meal or reimbursed in the amount of ~~effective $17.45 effective 1 July 2022; $18.62 effective 1 July 2023, $19.19 effective 1 July 2024~~ **$19.77 effective 1 July 2025; $20.36 effective 1 July 2026, $20.97 effective 1 July 2027, $21.60 effective 1 July 2028**. In either case a meal break of one-half hour shall be given and considered as time worked. If the employee continues to work overtime beyond three hours, a further meal allowance and meal break as above shall be provided upon completion of an additional four hours worked, and upon completion of every three hours worked thereafter. For a part time employee whose regular work day is shorter than the normal daily hours for a full time employee, this provision shall not apply until the employee has worked up to two and one-half hours in excess of the normal daily hours for a full time employee. This meal allowance shall not apply to any employee who is on travel status.

______________________________ ______________________________
For the Union For the Employer

____
Date

BC Energy Regulator
PEA

ARTICLE 15 -SHIFT WORK FOR REGULAR EMPLOYEES - *Housekeeping*

The Parties agree to delete Article 15 – *Shift Work Provisions for Regular Employees* in its entirety, as the article contains no operative language.

The Parties further agree that all subsequent articles, clauses, cross-references, tables of contents, and numbering throughout the Collective Agreement will be renumbered accordingly.

This amendment is administrative only and does not create any substantive change to the Collective Agreement.

________________________________ ________________________________
For the Union For the Employer

____
Date

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

Article 18.01

18.01 Paid Holidays

(a) The following are designated as paid holidays:

New Year's Day	Labour Day
Good Friday	**National** Day **for** ~~of~~ Truth & Reconciliation
Easter Monday	Thanksgiving Day
Queen's Birthday	Remembrance Day
Canada Day	Christmas Day
BC Day	Boxing Day
	Family Day

and any other day recognized and proclaimed as a provincial, civic or federal holiday for the locality in which an employee is working.

(b) Regular part-time employees shall be entitled to the aforesaid paid holidays on a pro-rata basis in accordance with Appendix A.

~~(c) Not withstand (a) above, should the Government of the Province of British Columbia introduce a statutory holiday to honour Indigenous reconciliation (even if not titled "Day of Truth and Reconciliation") on a date other than September 30, employees shall be entitled to the new Provincial holiday but not the Federal holiday. For clarity, the Federal National Day of Truth and Reconciliation on September 30 would not constitute a paid holiday pursuant to (a) above.~~

Signed this th day of June 2026, by:

PEA

Laura Kate Jeffreys

BCER

Andrea Osterlund

BC Energy Regulator
PEA

ARTICLE 19 – ANNUAL VACATION

19.01 Entitlement

(a) Definitions:

VACATION YEAR - For the purposes of this Article a vacation year shall be the calendar year commencing January 1 and ending December 31.

FIRST VACATION YEAR - The first vacation year is the calendar year in which the employee's first anniversary falls.

Effective January 1, 2026, a regular full-time employee who has received at least 10 days' pay at straight-time rates for each calendar month will have an annual vacation entitlement as follows:

Vacation Years	Work Days
First to **Sixth** ~~Seventh~~	20
Seventh	**21**
Eighth	22
Ninth	23
Tenth	24
Eleventh	25
Twelfth	26
Thirteenth ~~to fifteenth~~	27
Fourteenth ~~Sixteenth to eighteenth~~	28
Fifteenth ~~Nineteenth~~	29
Sixteenth to Nineteenth	**30**
Twentieth	31
Twenty-first	32
Twenty-second	33
Twenty-third and twenty-fourth	34
Twenty-fifth and thereafter	35

______________________________ ______________________________

For the Union For the Employer

____

Date

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

Article 21.05

21.05 Canadian Armed Forces

The parties agree that participation by an employee in activities associated with the Canadian Armed Forces as specified below shall be good cause for leave of absence without pay: Where an employee is required to take annual training with the Canadian Armed Forces Reserve Forces, leave of absence without pay shall be granted. Where an employee takes such training during vacation leave, the employee shall be paid full remuneration for the vacation period in addition to any pay and allowances received from the reserve forces.

(a) Where an employee makes application to attend as a delegate at meetings of service associations related to the Canadian Armed Forces Reserve Forces or conferences of the defence association, leave of absence without pay may be granted.

(b) Where an employee makes application to take a prescribed course of training for the purpose of qualifying for a higher rank in the Reserve Forces, leave of absence without pay may be granted upon reasonable advance notice to the Regulator.

(c) If an employee, who was granted leave of absence without pay for the purpose of enlisting with the forces of the Crown, was discharged from the forces and immediately came under the jurisdiction of the Department of Veterans Affairs, the leave of absence without pay will continue until the employee's discharge from the care of the Department of Veterans Affairs.

(d) An employee shall be granted leave of absence without pay in order to serve with the Canadian Armed Forces on ~~active duty~~ **deployment, or in pre- or post- deployment activity,** for any period of less than ~~six~~ **twelve** months. The employee shall, upon return to the Regulator, assume the employee's former position or an equivalent position in terms of classification, grade and step. Time spent on ~~active duty~~ **deployment, or in pre- or post-deployment activity,** shall be considered to have been spent in the Regulator in the calculation of any right or benefit, in the determination of which seniority is a factor.

Signed this th day of June 2026, by:

PEA	BCER
______________________	______________________
Laura Kate Jeffreys	Andrea Osterlund

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

Article 21.06

21.06 Emergency Service and Provincial Emergency Program Leave

(a) Leave of absence with pay shall be granted to every employee who is conscripted for emergency service, including police, fire and rescue. Where the employee receives remuneration for the emergency service, such remuneration shall be forwarded to the Regulator.

(b) Leave of absence with pay shall be granted to an employee for the purpose of participating in Regulator-approved ~~Provincial Emergency Program~~ **emergency management or Public Safety Lifeline Volunteer** training. Where the employee receives remuneration for the training, such remuneration shall be forwarded to the Regulator.

Signed this th day of June 2026, by:

PEA

____
Laura Kate Jeffreys

BCER

____
Andrea Osterlund

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

21.07 Bereavement Leave

Bereavement leave will be under the following terms:

(a) In the case of death in the immediate family an employee not on leave of absence without pay shall be entitled to special leave, at their regular rate of pay. The leave will include the date of the funeral or the date of death with, if necessary, an allowance for immediate return travelling time. Such leave shall normally not exceed five (5) workdays. It is understood that the employee has the ability to split the five-day entitlement between the date of death and the date of the funeral.

(b) Immediate family is defined as an employee's parent, step-parent, spouse, child, stepchild, grandchild, foster child in the care of the employee, grandparent, ~~brother, sister~~ **<u>sibling,</u>** step-sibling, father-in-law, mother-in-law. Any relative permanently residing in the employee's household or with whom the employee permanently resides is also considered to be immediate family.

(c) In the event of the death of the employee's ~~son-in-law, daughter-in-law~~ **<u>children-in-law,</u>** ~~brother-in-law, sister-in-law,~~ **<u>sibling-in-law,</u>** the employee shall be entitled to special leave for one (1) day for the purpose of attending the funeral.

(d) If an employee is on vacation leave at the time of bereavement, the employee shall be granted
bereavement leave and be credited the appropriate number of days to vacation leave credits.

(e) Where established ethno cultural or religious practices provide for ceremonial occasions other than the bereavement period in (a) above, the balance of the bereavement leave as provided in (a) above, if any, may be taken at the time of the ceremonial occasion.

Signed this th day of June 2026, by:

PEA	BCER
____________________	____________________
Laura Kate Jeffreys	Andrea Osterlund

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

21.13 Leave for Medical and Dental Care

Where it is not possible to schedule ~~medical and/or dental appointments; or appointments with a registered midwife~~ **health related appointments** outside regularly scheduled working hours, reasonable time off for such appointments for employees or for dependent children shall be permitted, but where any such absence exceeds two hours, the full time of absence shall be charged to General Leave (21.08), Flex time (Article 13.02 (b) or Annual Vacation (Article 19).

~~Medical, dental and/or registered midwife~~ **Health related** appointments include only those services covered by the BC Medical Services Plan, the Public Service Dental Plan, the Extended Health Benefit Plan and assessment appointments ~~with~~ **offered through** the Employee and Family Assistance Program.

Signed this th day of June 2026, by:

PEA	BCER
____________________	____________________
Laura Kate Jeffreys	Andrea Osterlund

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

Article 21.20

21.20 Cultural Leave for Indigenous Employees

a) A self-identified Indigenous employee are entitled to fourteen (14) hours with pay per calendar year to observe or participate in traditional Indigenous activities that connect these employees to their culture**, kinship, spiritual practices,** and language.
b) A minimum of two weeks' notice is required for leave under this provision. Where two weeks' notice is not possible ~~due to the unpredictable nature of the event~~, then as much notice as possible shall be provided. Such leave shall not be unreasonably withheld.

Signed this th day of June 2026, by:

PEA

____
Laura Kate Jeffreys

BCER

____
Andrea Osterlund

ARTICLE 23 - MATERNITY, PARENTAL AND PRE-ADOPTION LEAVE

23.01 Maternity Leave

(a) An employee is entitled to maternity leave of up to 17 consecutive weeks without pay.

(b) An employee shall notify the Regulator in writing of the expected date of birth. Such notice will be given at least 10 weeks prior to the expected date of birth.

(c) The period of maternity leave may commence up to thirteen weeks prior to the expected date of birth but shall commence ~~six weeks prior to the expected date of birth~~ **no later than the actual birth date**.

(d) If an employee is absent because they are not able to perform their full duties within the six weeks leading up to the birth**, provided that it is not retroactively applied, the employee may elect to have the maternity leave commence on the first day of the absence.** ~~and the employee does not return to work before the birth, then the maternity leave is deemed to have commenced on the first day of the absence.~~ The Employer may require the employee to provide a note from a duly qualified medical practitioner or registered midwife regarding the absence and clearing the employee to return to full duties.

(e) An employee shall notify the Employer in writing at least four weeks before the employee proposes to begin maternity leave unless the employee provides a written note from a duly qualified medical practitioner or registered midwife stating they are unable to perform their full duties.

________________________ ________________________

For the Union For the Employer

____

Date

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

Article 24.06

24.06 Workplace Violence

(a) It is recognized that at certain worksites or in certain work situations employees may be at risk of physical violence or verbal abuse from clients or the public.

(b) Where such potential exists:

(i) employees at those worksites or in those work situations shall receive training in the recognition and management of such incidents;

(ii) applicable physical and procedural measures to protect employees shall be implemented.

(c) The Local Occupational Health and Safety Committee or union designated safety representative shall be consulted regarding the curriculum of training and the applicable physical and procedural measures referred to in (b) above.

(d) Employees shall be informed concerning the potential for physical violence or verbal abuse from a client, or another member of the public, subject to statutory limitation.

(f) Immediate critical incident stress debriefing and post traumatic counselling shall be made available for employees who have suffered as a result of violence. Leave required to attend such debriefing or counselling sessions will be without loss of pay.

Signed this th day of June 2026, by:

PEA	BCER
____________________	____________________
Laura Kate Jeffreys	Andrea Osterlund

ARTICLE 27 – HEALTH AND WELFARE

27.02 Extended Health Care Plan

The Regulator shall pay the regular premium for regular employees and their dependants entitled to coverage under a mutually acceptable extended health care plan. An employee shall be eligible for coverage under this plan from the first of the month following the month in which the employee completes three months' service with the Regulator.

In relation to the above clause:

(a) Coordination of Benefits
• Effective April 1, 2019, allow an employee to be eligible for extended health and dental as both a member and a spouse of another employee covered under the BC Public Service Benefit Plans.

(b) Lifetime Maximum
• Effective April l, 2019, increase the extended health lifetime maximum from $500,000 to $3 million per person, which includes coverage for out of province or out of country medical emergencies.

(c) Chiropractic, Naturopathic, Podiatry and Acupuncture services

• Effective January 1, 2021, increase the maximum annual limit for chiropractic services (from the current $200 for an individual or $500 for a family) to $500 per person.
• Effective January1, 2021, increase the maximum annual limit for naturopathic services (from the current $200 for an individual or $500 for a family) to $500 per person.
• Effective January 1, 2021, increase the maximum annual limit for podiatry services (from the current $200 for an individual or $500 for a family) to $500 per person.
• Effective January 1, 2021, increase the maximum annual limit for acupuncture services (from the current $200 for an individual or $500 for a family) to $500 per person.

(d) Counselling Services

• Effective January 1,**2026** ~~2023~~, increase the combined maximum for counselling services under the extended health care plan from ~~$500~~ **$750**per family to ~~$750~~ **$1000** per person. ~~The combined maximum includes registered psychologists, registered clinical counsellors, and recognized social workers.~~

- **Effective January 1, 2026, the combined maximum will also include the addition of Canadian Certified Counsellor, Psychoeducator, Marriage and Family Therapist, Psychoanalyst, Sexologist, Registered Psychotherapist, Licensed Psychotherapist, Psychotherapist, Counselling Psychotherapist,**

Certified Clinical Counsellor, Registered Counsellor, Registered Clinical Counsellor, Registered Professional Counsellor, Registered Therapeutic Counsellor, Licensed Counsellor, Clinical Counsellor, Clinical Therapist, Certified Counsellor, Counselling Therapist and Mental Health Therapist. This will also include counselling services provided by professionals who hold active registration with the British Columbia Association of Clinical Counsellors (BCACC), the Canadian Counselling and Psychotherapy Association (CCPA), a regulatory college affiliated with the Canadian Professional Counsellors Association (CPCA), or any other recognized licensing body in a Canadian province or territory.

(e) Diabetic Supplies

• Effective January 1, 2023, add Continuous Glucose Monitors and sensors. **Effective January 1, 2026, Flash Glucose Monitor and Sensors will also be eligible for coverage.**

(f) Physiotherapy Services
• Add an annual maximum for physiotherapy services at $2,000 per year effective January 1, 2020.

(g) Eye Examinations
• Effective January 1, 2020, increase eye examinations from the current maximum of $75 to $100 maximum every 24 months for adults who are age 19 and older.

(h) Reimbursement
• Effective January 1, 2023, reimbursement formula of 80% coverage for the first $2,000 (currently $1,500) paid for a person in a calendar year. Any claims beyond the $2,000 will be covered at 100%

(i) Annual Deductible
• Effective January 1, 2023, increase annual deductible from $90 to $100.

(j) Gender Affirmation Coverage
• Effective January 1, 2026, add Gender Affirmation coverage with a lifetime maximum of $15,000 per person.

(k) Food Substitutes/Tube Feeding
• Effective January 1, 2026, add Food Substitutes/Tube Feeding.

(l) Speech Aids
• Effective January 1, 2026, add Speech Aids.

(m) Medical Supplies

• Effective January 1, 2026, reimburse 100% of the reasonable and customary charges for wheelchair and ostomy supplies.

(n) Vision Care

• Effective January 1, 2026, increase vision care from $250 to $400 every 24 months for adults and from $250 to $300 every 12 months for dependent children.

For the Union ________________________________

For the Employer ______________________________

Date: __________________________________

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

Article 27.06

27.06 Air Travel Insurance

(a) In the event of death or disability incurred while travelling by aircraft on business of the Regulator, employees will be covered by the terms and conditions of the Government blanket insurance policy. The existing benefits will not be decreased during the life of this agreement.

(b) The amounts specified in the policy will be paid to employees in the case of disability; and in the case of death, to the employee's beneficiary as designated under the Group Life Plan, if any, or in the absence of such beneficiary, to the employee's estate.

(c) Coverage shall commence from the place of employment or residence, whichever may last occur, and end upon returning to the regular place of employment or residence, whichever may occur first. Employees are not covered while piloting an aircraft in the course of their duties unless employed or paid as a pilot, or unless otherwise authorized.

~~(d) During the life of this agreement a joint committee shall undertake a review of the provisions of the Air Travel Insurance policy and report its recommendations to the principals.~~

Signed this th day of June 2026, by:

PEA	BCER
______________________	______________________
Laura Kate Jeffreys	Andrea Osterlund

ARTICLE 28 - WORK CLOTHING

(a) Where the Regulator requires an employee to wear a uniform, or special or protective clothing, or special equipment, the Regulator shall be responsible for its provision, replacement, cleaning and/or laundering except that washable garments shall be cleaned and/or laundered by the employee.

(b) Uniforms and special or protective clothing shall be of a quality, style, material and appropriateness which is mutually acceptable to the Regulator and to the group of employees concerned.

(c) In instances where the chattels are of a nature that they cannot be retained by the Regulator for use by another employee, the Regulator may require the employee concerned to pay some portion of the cost if the employee leaves the position after a short period of employment in that position.

(d) Regular employees who are required by the Worksafe BC OH&S Regulations or the Regulator to wear safety-toe footwear shall be entitled to be reimbursed for safety-toe footwear up to **1 July 2025 $195.64, 1 July 2026 $201.51, 1 July 2027 $207.55, 1 July 2028 213.78** ~~1 July 2022 $172.75~~, ~~1 July 2023 $184.41~~, ~~1 July 2024 $189.94~~ once every two years effective upon production of a receipt.

~~Note:~~ **(e)** Employees are not eligible to receive the new biennial rate until they have gone one calendar year without being reimbursed.

Note: ~~The 2024~~ **All allowances,** ~~allowance~~ will be increased by the percentage of ~~the combined~~ GWI **in** ~~and COLA for~~ each respective year.

______________________ ______________________

For the Union For the Employer

____

Date

BC Energy Regulator
PEA

ARTICLE 29 – PAYMENT OF SALARIES AND ALLOWANCES

29.05 Travel and Relocation Expenses

(a) *Maintain Current Language*

(b) *Maintain Current Language*

(c) (i) *Maintain Current Language*

(ii) The following rates shall apply:

~~Meal~~	~~July 1, 2022~~	~~July 1,2023~~	~~July 1, 2024~~
~~Breakfast~~	~~$14.25~~	~~$15.21~~	~~$15.67~~
~~Lunch~~	~~$16.35~~	~~$17.45~~	~~$17.97~~
~~Dinner~~	~~$27.51~~	~~$29.37~~	~~$30.25~~

Meal	**July 1, 2025**	**July 1,2026**	**July 1, 2027**	**July 1, 2028**
Breakfast	**$16.14**	**$16.62**	**$17.12**	**$17.64**
Lunch	**$18.51**	**$19.06**	**$19.64**	**$20.23**
Dinner	**$31.16**	**$32.09**	**$33.05**	**$34.05**

Vehicle Allowances

~~Date~~	~~Rate per km~~
~~July 1, 2022~~	~~61¢~~
~~July 1, 2023~~	~~63¢~~
~~July 1, 2024~~	~~65¢~~

Date	**Rate per km (*)**
July 1, 2025	**66¢**
July 1, 2026	**67¢**
July 1, 2027	**TBD**
July 1, 2028	**TBD**

~~*Note: the 2023 and 2024 allowance will be increased by the percentage of the combined GWI and COLA for each respective year to the maximum allowable amount set by the Canada Revenue Agency.*~~

Note: 2027 & 2028 allowances will increase by the GWI to the maximum allowable amount set by Canada Revenue Agency.

(d) Notwithstanding the provisions above, the Regulator shall revise Information Appendices B and E should such parallel benefits be revised for the majority of unionized employees in the Public Service. Such revisions shall be implemented on the same basis as implemented for the majority of unionized employees in the Public Service.

(e) Employees on travel status who are required to obtain overnight accommodation shall be reimbursed upon production of receipts for one five-minute telephone call home, to or within British Columbia, for each night away.

________________________________ ________________________________

For the Union For the Employer

____

Date

ARTICLE 29 - PAYMENT OF SALARIES AND ALLOWANCES

29.11 Salary Protection and Downward Reclassification of Position

(a) An employee's salary shall not be reduced by reason of:

(i) a change in the classification of the employee's position or;

(ii) placement into another position with a lower maximum salary;

that is caused other than by the employee.

That employee shall not receive negotiated salary increases until the salary of the employee's new classification equals or exceeds the salary which the employee is receiving.

When the salary of the employee's new classification equals or exceeds the salary which the employee is receiving, the employee's salary will be implemented at the maximum step of the new classification.

Such employees shall receive the full negotiated salary increases for the new classification thereafter.

Regular employees who are placed pursuant to Article 33.02 will have their salary protected in accordance with (a) (ii) above.

Signed this day of June 2026, by:

PEA	BCER
_____________________	_____________________
Laura Kate Jeffreys	Andrea Osterlund

BC Energy Regulator
PEA

ARTICLE 29 - PAYMENT OF SALARIES AND ALLOWANCES

29.12 Occupational First Aid Requirements

(a) Where the Regulator requires an employee to perform first aid duties in addition to the normal requirements of the job, the cost of obtaining and renewing the Occupational First Aid Certificate shall be borne by the Regulator, and leave to take the necessary courses shall be granted with pay.

(b) Employees required to possess an Occupational First Aid Certificate and who are designated to act as the First Aid Attendant in addition to their normal job responsibilities shall receive the following allowance on the basis of the Level of certificate which they hold:

(i) ~~Level 3 Occupational~~ **Advanced** First Aid Certificate:

- ~~$67.99 per biweekly period (effective July 1, 2022)~~
- ~~$72.58 per biweekly period (effective July 1, 2023)~~
- ~~$74.76 per biweekly period (effective July 1, 2024~~

- **$77.00 per biweekly period (effective July 1, 2025)**
- **$79.31 per biweekly period (effective July 1, 2026)**
- **$81.69 per biweekly period (effective July 1, 2027)**
- **$84.14 per biweekly period (effective July 1, 2028)**

(ii) ~~Level 2 Occupational~~ **Intermediate** First Aid Certificate:

- ~~$53.15 per biweekly period (effective July 1, 2022)~~
- ~~$56.74 per biweekly period (effective July 1, 2023)~~
- ~~$58.44 per biweekly period (effective July 1, 2024)~~

- **$60.19 per biweekly period (effective July 1, 2025)**
- **$62.00 per biweekly period (effective July 1, 2026)**
- **$63.86 per biweekly period (effective July 1, 2027)**
- **$65.77 per biweekly period (effective July 1, 2028)**

The allowance shall be pro-rated for partial months. For the purpose of calculating the hourly rate, the bi-weekly allowance shall be divided by 70; however, no employee shall receive more than the monthly allowance for the Level of certificate which they hold.

(c) Employees designated to act as the Occupational First Aid Attendant in addition to their normal job duties will receive their full monthly allowance while on approved leave with pay of up to 10 days or while on vacation leave with pay.

(d) Where the Regulator has an additional requirement for a First Aid Attendant on a temporary basis, then provided the employee acts as the First Aid Attendant for a minimum of 10 work days in any month, the employee shall receive the full monthly allowance.

~~*Note: The 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

________________________________ ______________________________

For the Union For the Employer

____

Date

BC Energy Regulator
PEA

ARTICLE 29 – PAYMENT OF SALARIES AND ALLOWANCES

29.13 Childcare Expenses

(a) Where an employee is requested or required by the Regulator to attend:

(i) Regulator endorsed education, training and career development activities, or

(ii) Regulator sponsored activities

which are not included in the normal duties of the employee's job, and are outside their headquarters or geographic location, such that the employee incurs additional child care expenses, the employee shall be reimbursed for the additional child care expenses up to:

- ~~$74.17 effective July 1, 2022;~~
- ~~$79.18 effective July 1, 2023;~~
- ~~$81.56 effective July 1, 2024 per day upon production of a receipt~~

- **$84.01 effective July 1, 2025;**
- **$86.53effective July 1, 2026;**
- **$89.12 effective July 1, 2027;**
- **$91.80 effective July 1, 2028 per day upon production of a receipt**

~~*Note: The 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

(b) Where an employee, who is not on leave of absence, attends a course approved by the Regulator outside the employee's normal scheduled work day such that the employee incurs additional child care expenses, the employee shall be reimbursed for the additional child care expense up to:

- ~~$37.05 effective July 1, 2022;~~
- ~~$39.55 effective July 1, 2023;~~
- ~~$40.74 effective July 1, 2024 per day upon production of a receipt. This reimbursement shall not exceed 15 days per calendar year.~~

- **$41.96 effective July 1, 2025;**
- **$43.22 effective July 1, 2026;**
- **$44.52 effective July 1, 2027;**
- **$45.85 effective July 1, 2028 per day upon production of a receipt. This reimbursement shall not exceed 15 days per calendar year.**

~~*Note: The 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

(c) Reimbursement in (a) or (b) shall only apply where no one else at the employee's home can provide the child care.

(d) The receipt shall be a signed statement including the date(s), the hourly rate charged, the hours of care provided and shall identify the caregiver/agency.

___________________________________ ________________________________

For the Union For the Employer

____

Date

BC Energy Regulator
PEA

ARTICLE 29 – PAYMENT OF SALARIES AND ALLOWANCES

29.14 Lodging Allowance

Employees on travel status who stay in non-commercial lodging shall be entitled to claim

- ~~$37.05 effective July 1, 2022;~~
- ~~$39.55 effective July 1, 2023;~~
- ~~$40.74 effective July 1, 2024 per day except where the lodging is supplied by the Regulator. An employee submitting a lodging allowance claim shall not be entitled to reimbursement for commercial lodging costs for the same period.~~

- **$41.96 effective July 1, 2025;**
- **$43.22 effective July 1, 2026;**
- **$44.52 effective July 1, 2027;**
- **$45.85 effective July 1, 2028, per day except where the lodging is supplied by the Regulator. An employee submitting a lodging allowance claim shall not be entitled to reimbursement for commercial lodging costs for the same period.**

~~*Note: The 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

______________________________ ______________________________

For the Union For the Employer

____

Date

BC Energy Regulator
PEA

ARTICLE 29 – PAYMENT OF SALARIES AND ALLOWANCES

29.15 Medical/Dental Travel Allowance

Employees in areas where adequate medical and dental facilities are not available may have to travel to the nearest medical center to receive medical and dental care for the employee, their spouse, dependent child or a dependent parent permanently residing in the employee's household or with whom the employee permanently resides. Employees who are on leave as a result of the foregoing circumstances shall be entitled to reimbursement of reasonable receipted expenses for accommodation and travel to a maximum of:

- ~~$618.18 effective July 1, 2022~~
- ~~$659.91 effective July 1, 2023~~
- ~~$679.71 effective July 1, 2024 per calendar year~~

- **$700.10 effective July 1, 2025**
- **$721.10 effective July 1, 2026**
- **$742.74 effective July 1, 2027**
- **$765.02 effective July 1, 2028 per calendar year**

~~Note: The 2024 allowance will be increased by the percentage of the combined GWI and COLA.~~

______________________________ ______________________________

For the Union For the Employer

____

Date

Article 30 – CLASSIFICATION AND CAREER LADDERING PROGRAM

30.01 – Classification and Career Laddering Program

The ~~OGC~~ Career Laddering Plan which was jointly developed by the parties will not be amended except with the mutual agreement of the parties to this Agreement.

~~The Parties agree to meet within 2 months of the ratification of the agreement for the purposes of reviewing and agreeing upon procedures, criteria, including professional development for the initial placement of new employees and for existing members of the bargaining unit to advance from one OGC Ladder Level to another.~~

~~The parties agree to complete the review and if applicable implement any updates to the program by October 1st, 2024. This date is subject to change upon mutual agreement.~~

~~The~~ **Any necessary amendments identified shall be mutually agreed upon prior to establishing** ~~parties agree to establish~~ a working committee comprised of two appointees from the bargaining unit and two appointees from the Regulator. Either may rely on subject experts to advise them or participate as necessary.

30.02 Classification and Career Laddering - ~~OGC~~ PEA Level Appeal Procedure

________________________________ ________________________________

For the Union For the Employer

________________________________ ________________________________

For the Union For the Employer

____

Date: 9 June 2026

BC Energy Regulator
PEA

~~Article 32 - GENERAL~~

~~32.09 Misuse of Managerial/Supervisory Authority~~

~~Misuse of managerial/supervisory authority takes place when a person who supervises or is in a position of authority exercises that authority in a manner which serves no legitimate work purpose and which ought reasonably be known to be inappropriate. Misuse of managerial/supervisory authority does not include action occasioned through the exercise, in good faith, of the Regulator's managerial/supervisory rights and responsibilities. Nor does it include a single incident of a minor nature where the harm, by any objective standard is minimal. Where the allegation is based on a matter for which another dispute resolution mechanism exists, then this process shall not be utilized. If an employee does not present a complaint within the prescribed time limits, or the Union does not present a complaint to the next higher level within the prescribed time limits, the complaint will be deemed to have been abandoned.~~

~~Procedures:~~

~~a) If there is an allegation of misuse of managerial/supervisory authority, the employee will approach their supervisor or the first level of excluded manager, not involved in the matter, for assistance in resolving the issue within 30 days of the alleged occurrence. The supervisor/manager will investigate the allegation and take steps to resolve the concern as appropriate within 30 days of the issue being raised by the employee. If the proposed resolution is not acceptable, the complainant may grieve the matter through the Union in writing to the Regulator.~~

________________________________ ________________________________

For the Union For the Employer

____

Date

TENTATIVELY AGREED
2026 BCER/PEA COLLECTIVE AGREEMENT

Article 35.01

35.01 Duration

Except where otherwise stated in individual Articles, or elsewhere, this Agreement shall come into effect on the date of signing, and shall remain in effect until midnight, ~~June 30, 2025~~ **June 30, 2029,** and thereafter until a new agreement is reached or until a strike or lockout occurs.

Signed this th day of June 2026, by:

PEA	BCER
____________________	____________________
Laura Kate Jeffreys	Andrea Osterlund

BC Energy Regulator
PEA

ADDENDUM A – Salary Grid

~~A General Wage Increase (GWI) as follows:~~
~~1 July 2022~~

~~Increase all rates of pay by a flat rate of $0.25 per hour and a 3.24% general wage increase (GWI).~~

~~1 July 2023~~

~~Increase all rates of pay by 6.75% general wage increase (GWI) (Note: Year 2 GWI is based on recognition of a COLA amount of 1.25% in addition to a 5.5% wage increase).~~

~~1 July 2024~~

~~Increase all rates of pay by the annualized average of BC CPI over twelve months starting on 1 March 2023 to a minimum of 2.0% and a maximum of 3.0%, subject to the COLA MOU.~~

~~Effective 1 July 2024 a Sixth (6th) Step will be added to Grid Level PEA 4 of the compensation Grid as follows (prorated for part-time employees):~~

~~PEA 4 6 Annual Salary: $121,061.78 Bi-weekly salary: 4,640.29 – Pending Confirmation of COLA.~~

Effective July 1, 2025, PEA 4 – Step 6 shall increase by 0.237%, and PEA 5 – Step 1 will be removed from the salary grid; PEA 5 – Step 2 to PEA 5 – Step 5 shall be renumbered PEA 5, Step 1 to Step 4 respectively.

Effective July 1, 2025, increase rates of pay for PEA 1, 2, and 3 by a flat rate of $0.50 per hour, and PEA 4 – Step 1-3 by a flat rate of $0.42 per hour.

A General Wage Increase (GWI) as follows:

1 July 2025 – increase rates of pay by 3%

1 July 2026 - increase rates of pay by 3%

1 July 2027 - increase rates of pay by 3%

1 July 2028 - increase rates of pay by 3%

Note: all allowances and monetary entitlements have GWI applied in each respective year.

ADDENDUM A – Salary Grid

Grid Level	Step	Effective 1 July 2025 (3% GWI) (0.237% increase to PEA 4 Step 6) ($0.50 increase to PEA 1, 2, 3) ($0.42 increase to PEA 4 Step 1, 2, 3)				Effective 1 July 2026 (3% GWI)			
		Annual	Monthly	Bi-weekly	Hourly	Annual	Monthly	Bi-weekly	Hourly
PEA 1	1	$64,087.31	$5,340.61	$2,456.46	$35.0923	$66,009.93	$5,500.83	$2,530.15	$36.1451
	2	$66,906.29	$5,575.52	$2,564.51	$36.6359	$68,913.47	$5,742.79	$2,641.45	$37.7350
	3	$69,851.86	$5,820.99	$2,677.42	$38.2488	$71,947.42	$5,995.62	$2,757.74	$39.3963
	4	$72,929.83	$6,077.49	$2,795.39	$39.9342	$75,117.73	$6,259.81	$2,879.26	$41.1322
PEA 2	1	$76,146.73	$6,345.56	$2,918.70	$41.6957	$78,431.13	$6,535.93	$3,006.26	$42.9465
	2	$79,508.34	$6,625.69	$3,047.55	$43.5364	$81,893.59	$6,824.47	$3,138.97	$44.8425
	3	$83,020.95	$6,918.41	$3,182.19	$45.4598	$85,511.57	$7,125.96	$3,277.65	$46.8236
	4	$86,691.80	$7,224.32	$3,322.89	$47.4698	$89,292.56	$7,441.05	$3,422.58	$48.8939
PEA 3	1	$89,675.55	$7,472.96	$3,437.26	$49.1037	$92,365.82	$7,697.15	$3,540.37	$50.5768
	2	$92,763.43	$7,730.29	$3,555.61	$50.7945	$95,546.33	$7,962.19	$3,662.28	$52.3183
	3	$95,959.30	$7,996.61	$3,678.11	$52.5445	$98,838.08	$8,236.51	$3,788.45	$54.1208
	4	$99,267.52	$8,272.29	$3,804.92	$54.3559	$102,245.54	$8,520.46	$3,919.06	$55.9866
	5	$102,691.22	$8,557.60	$3,936.15	$56.2306	$105,771.96	$8,814.33	$4,054.23	$57.9176
PEA 4	1	$106,088.65	$8,840.72	$4,066.37	$58.0910	$109,271.31	$9,105.94	$4,188.36	$59.8337
	2	$109,756.37	$9,146.36	$4,206.95	$60.0993	$113,049.06	$9,420.76	$4,333.16	$61.9023
	3	$113,552.13	$9,462.68	$4,352.44	$62.1778	$116,958.70	$9,746.56	$4,483.02	$64.0431
	4	$116,713.75	$9,726.15	$4,473.63	$63.9090	$120,215.16	$10,017.93	$4,607.84	$65.8262
	5	$120,780.35	$10,065.03	$4,629.50	$66.1357	$124,403.76	$10,366.98	$4,768.38	$68.1198
	6	$124,989.16	$10,415.76	$4,790.82	$68.4403	$128,738.83	$10,728.24	$4,934.55	$70.4935
PEA 5	1	$129,344.79	$10,778.73	$4,957.77	$70.8253	$133,225.14	$11,102.09	$5,106.51	$72.9501
	2	$133,853.28	$11,154.44	$5,130.58	$73.2941	$137,868.87	$11,489.07	$5,284.50	$75.4929
	3	$138,519.52	$11,543.29	$5,309.44	$75.8492	$142,675.11	$11,889.59	$5,468.72	$78.1246
	4	$143,348.85	$11,945.74	$5,494.55	$78.4935	$147,649.31	$12,304.11	$5,659.38	$80.8484

BC Energy Regulator & Professional Employees Association (PEA)
Agreed to - Green

Grid Level	Step	Effective 1 July 2027 (3% GWI)				Effective 1 July 2028 (3% GWI)			
		Annual	Monthly	Bi-weekly	Hourly	Annual	Monthly	Bi-weekly	Hourly
PEA 1	1	$67,990.22	$5,665.85	$2,606.06	$37.2294	$70,029.93	$5,835.83	$2,684.24	$38.3463
	2	$70,980.88	$5,915.07	$2,720.69	$38.8670	$73,110.30	$6,092.53	$2,802.31	$40.0330
	3	$74,105.84	$6,175.49	$2,840.47	$40.5781	$76,329.01	$6,360.75	$2,925.68	$41.7955
	4	$77,371.26	$6,447.61	$2,965.63	$42.3662	$79,692.40	$6,641.03	$3,054.60	$43.6372
PEA 2	1	$80,784.06	$6,732.01	$3,096.45	$44.2349	$83,207.58	$6,933.97	$3,189.34	$45.5620
	2	$84,350.39	$7,029.20	$3,233.14	$46.1878	$86,880.91	$7,240.08	$3,330.14	$47.5734
	3	$88,076.92	$7,339.74	$3,375.98	$48.2283	$90,719.23	$7,559.94	$3,477.26	$49.6751
	4	$91,971.33	$7,664.28	$3,525.25	$50.3608	$94,730.47	$7,894.21	$3,631.01	$51.8716
PEA 3	1	$95,136.79	$7,928.07	$3,646.58	$52.0941	$97,990.90	$8,165.91	$3,755.98	$53.6569
	2	$98,412.72	$8,201.06	$3,772.15	$53.8879	$101,365.10	$8,447.09	$3,885.32	$55.5045
	3	$101,803.22	$8,483.60	$3,902.11	$55.7444	$104,857.32	$8,738.11	$4,019.17	$57.4167
	4	$105,312.91	$8,776.08	$4,036.63	$57.6662	$108,472.30	$9,039.36	$4,157.73	$59.3962
	5	$108,945.12	$9,078.76	$4,175.86	$59.6551	$112,213.47	$9,351.12	$4,301.13	$61.4447
PEA 4	1	$112,549.45	$9,379.12	$4,314.01	$61.6287	$115,925.94	$9,660.49	$4,443.43	$63.4776
	2	$116,440.53	$9,703.38	$4,463.16	$63.7594	$119,933.75	$9,994.48	$4,597.05	$65.6721
	3	$120,467.46	$10,038.95	$4,617.51	$65.9644	$124,081.48	$10,340.12	$4,756.03	$67.9433
	4	$123,821.62	$10,318.47	$4,746.07	$67.8010	$127,536.27	$10,628.02	$4,888.45	$69.8351
	5	$128,135.87	$10,677.99	$4,911.44	$70.1634	$131,979.95	$10,998.33	$5,058.78	$72.2683
	6	$132,600.99	$11,050.08	$5,082.58	$72.6083	$136,579.02	$11,381.59	$5,235.06	$74.7866
PEA 5	1	$137,221.89	$11,435.16	$5,259.70	$75.1386	$141,338.55	$11,778.21	$5,417.49	$77.3928
	2	$142,004.94	$11,833.75	$5,443.04	$77.7577	$146,265.09	$12,188.76	$5,606.33	$80.0904
	3	$146,955.36	$12,246.28	$5,632.79	$80.4684	$151,364.02	$12,613.67	$5,801.77	$82.8824
	4	$152,078.79	$12,673.23	$5,829.17	$83.2738	$156,641.15	$13,053.43	$6,004.04	$85.7720

_______________________________ For the Union

_______________________________ For the Employer

_______________________________ For the Union

_______________________________ For the Employer

July 27, 2026
____
Date

ADDENDUM A – Salary Grid
Date: 24 July 2026

MEMORANDUM OF AGREEMENT #1 – JOB FAMILY MARKET MULTIPLIERS

Renew for the term of this agreement

__________________________________ ________________________________

For the Union For the Employer

____

Date

APPENDIX A to MOA #1

Re: Job Family Market Multipliers

(note: order of jobs has changed – list now alphabetical)

Position/Classification	JFMM %
Specialty Skills Family	
Strategic Legislative Analyst	10%
Industry Specific Specialty Skills Family	
Agrologist	27%
Air Emissions Scientist	27%
Engineer, Drilling & Production	27%
Engineer, Facilities	27%
Engineer, Integrity ~~Integrity Engineer, Facilities~~	27%
Engineer, LNG Facilities	27%
Engineer, Pipeline Integrity	27%
Engineer, Pipelines	27%
Engineer, Pipeline & Facilities	27%
Environmental Management Officer	27%
Geoscientist	27%
Hydrogeologist	27%
Hydrologist	27%
Integrity Engineer, Facilities	27%
Manager, Environmental Support	27%
Manager, Restoration & Lands	27%
Reservoir Engineer	27%

Senior Engineer, Drilling & Production	27%
Senior Engineer, Integrity	27%
Senior Engineer, Production	27%
Senior Geoscientist	27%
Senior Reservoir Engineer	27%
Senior Integrity Auditor	27%
Supervisor, Audit & Integrity	27%
Supervisor, Civil Technical Compliance	27%
Supervisor, Energy Geoscience	27%
Supervisor, Drilling & Production	27%
Supervisor, Environmental Management & Restoration Verification ~~Supervisor, Environmental Stewardship~~	27%
Supervisor, Environmental Stewardship	27%
Supervisor, Facility Technical Compliance	27%
Supervisor, LNG & Research	27%
Supervisor, Pipelines & External Audit ~~Supervisor, Audit & Integrity~~	27%
Supervisor, Reservoir Engineering	27%
~~Technical Leader, Resource Assessment~~	~~27%~~

For the Union

For the Employer

Date

MEMORANDUM OF AGREEMENT#2 - HYBRID OFFICE MODEL

The parties acknowledge the Hybrid Office Model provides a flexible, sustainable, and mutually beneficial work environment that supports the organization's commitment to culture and engagement. Recognizing this, the parties agree to meaningful and collaborative consultations when undertaking improvements or revisions to the model during the term of this agreement.

The Hybrid Office Model will be reviewed on an annual basis. Should the employer elect to make a systematic change to the Hybrid Office Model for a department or the organization as a whole, the employer shall provide a minimum of 1 month notice to affected employees.

The parties recognize that there may be circumstances where general direction is provided to public sector organizations with respect to hybrid office arrangements. If such direction is received by the employer and it is not possible to provide the notice set forth in this article then in such circumstances, notice shall be provided as soon as possible.

______________________________ ______________________________
For the Union For the Employer

____
Date

BC Energy Regulator
PEA

MEMORANDUM OF AGREEMENT #3 - GAINSHARING

Renew for the term of the Agreement

________________________________ ________________________________
For the Union For the Employer

____
Date

MEMORANDUM OF AGREEMENT #4 - VACATION ADJUSTMENTS FOR RECRUITMENT AND RETENTION

The parties agree that recruitment and retention is an issue in certain geographical locations. In an effort to address these issues employees **who reside and work in the following locations will be provided one vacation day annually for the term of this agreement:** ~~will be provided with an extra vacation day for travel time to and from the following communities, effective the 2022 to 2025 vacation years for the following locations:~~

- Dawson Creek
- Fort Nelson
- Fort St. John
- Prince George
- Terrace

Should the Regulator open another office location other than those outlined above, the parties will meet to discuss consideration for the extra day of vacation.

_________________________________ _______________________________

For the Union For the Employer

____

Date

~~MEMORANDUM OF AGREEMENT: #5 STANDBY PAY~~

~~Parties will create a joint committee to review, clarity and update as needed to Standby Pay language. The committee will commence meetings no later than 31 October 2023 after ratification of the collective agreement by parties or extended by mutual agreement by both parties.~~

For the Union ___________________________

For the Employer _________________________

Date ______________________________________

BC Energy Regulator
PEA

MEMORANDUM OF AGREEMENT# X – HEALTH AND WELFARE BENEFITS WORKING GROUP

Within three months following ratification, the Parties to this agreement will form a joint committee with equal representation from the Union and the BCER. The joint committee will be BCER and Union co-chaired with the BCER choosing its co-chair and the Union choosing its co-chair.

The benefits that will be reviewed are the existing:

- **Life Insurance**
- **Critical Illness**
- **Short Term Disability**
- **Long Term Disability**
- **Accidental Death & Dismemberment**
- **Extended Health Care**
- **Dental**

To make recommendations to the Parties about continued participation in the BC Public Service Health and Welfare Plan or to enter into a health and welfare benefit plan specific to the BCER.

In conducting their review, the committee will assess and evaluate the following factors:

1. **Comparison and analysis of current contract administration and costs, using criteria developed by the joint committee,**
2. **Cost effectiveness and quality of benefit delivery, service, and administration by carriers, including access issues,**
3. **Premium Rates,**
4. **Claims experience data,**
5. **Level of benefits,**
6. **Usage reports,**
7. **Premium costs, and**
8. **Any other criteria that the working group determines is relevant to its deliberations.**

The joint working group will have the authority to seek advice and obtain information from advisors, experts and the insurers as necessary.

The joint working group will meet at its discretion. Meetings will be held during work hours to allow for full participation.

Recommendations must be submitted to the Parties – ie. BCER and Unions, no later than six months prior to expiration of the collective agreement.

The Joint Working Group does not have the authority to bind the BCER or Unions to any recommendations. However, the Parties may use the findings to inform the development of proposals for the renewal of this collective agreement.

This memorandum will expire on June 30, 2029.

_______________________________	_______________________________
For the Union	For the Employer
_______________________________	_______________________________
For the Union	For the Employer

____
Date

BC Energy Regulator
PEA

MEMORANDUM OF ~~UNDERSTANDING~~ **AGREEMENT #XX** - TRAVEL PER DIEMS

Renew for the term of the Agreement

__________________________________ ________________________________
For the Union For the Employer

____
Date

INFORMATION APPENDICES

INFORMATION APPENDIX A – SHORT TERM ILLNESS AND INJURY AND LONG-TERM DISABILITY
PART II Long Term Disability Plan

2.02 Long Term Disability Benefit

In the event an employee, while covered under this plan, becomes totally disabled as a result of an ~~accident or a sickness~~ **illness or injury**, then, after the employee has been totally disabled for six months, including periods approved in section 1.03(a) and (c), the employee shall be eligible to receive a monthly benefit as follows:

(a) The employee shall receive a monthly benefit equal to the sum of:

Effective April 1, 2025:

(i) 70% of the first ~~$2,300~~ **$3133.78** of monthly earnings; and

(ii) 50% of the monthly earnings above ~~$2,300~~ **$3133.78**~~.~~

Effective April 1, 2026:

(i) 70% of the first ~~$2,300~~ **$3196.78** of monthly earnings; and

(ii) 50% of the monthly earnings above ~~$2,300~~ **$3196.78**~~.~~

For the purpose of the above, earnings shall mean basic monthly earnings as at the date of disability as determined by the Regulator.

The basic monthly earnings as at the date of disability shall be the salary in effect for the last month of the Short Term Plan period, or equivalent six-month period, taking into consideration any retroactive adjustments. The date of disability for determining the commencement of the first 25 months of disability shall be the day following the last month of the Short Term plan period, or an equivalent six-month period.

(b) The Long Term Disability benefit payment will be made so long as an employee remains totally disabled in accordance with section 2.03, and will cease on the date the employee recovers, or at the end of the month in which the employee reaches age 65, or resigns, or dies, whichever occurs first.

(c) An employee in receipt of Long Term Disability benefits will be considered an employee for purposes of pension benefits and will continue to be covered by group life, extended health, dental and medical plans. Employees will not be covered by any other portion of the collective

agreement but will retain the right of access to the Joint Consultation Committee established thereunder and will retain seniority rights should they return to employment within nine months following cessation of benefits. A temporary assignment will not disqualify an employee from the nine-month access period.

(d) When an employee is in receipt of a benefit described in (b) above, contributions required for benefit plans in (d) above and contributions for pension benefits will be waived by the Regulator.

(e) An employee engaged in rehabilitative employment with the Regulator and who is receiving partial Long Term Disability benefit payments will have contributions required for benefit plans in (d) above and contributions for pension benefits waived by the Regulator, except that Superannuation contributions shall be deducted from any salary received from the Regulator to cover the period of rehabilitative employment.

For the Union

For the Employer

Date

BC Energy Regulator
PEA

INFORMATION APPENDICES
INFORMATION APPENDIX A – SHORT TERM ILLNESS AND INJURY AND LONG-TERM DISABILITY
PART III – REHABILITATION

In the event that a regular employee becomes incapacitated through accident or sickness and is unable to perform all the duties of the employee's own occupation, the following shall apply:

(a) For the purpose of this Article incapacity shall mean where the employee is unable to perform all the duties of the employee's own occupation as defined in section 2.03(a) of the Long Term Disability Plan.

(b) Where the employee meets the definition in (a) above, the Regulator shall provide the employee with an application for alternative suitable employment. An employee who fails to:

(i) sign the application form;

(ii) make themselves reasonably available and co-operate with a reasonable rehabilitation/return to work process consistent with ~~Joint Consultation~~ **Rehabilitation** Committee Principles;

(iii) actively engage in a treatment program where the employee's physician determines it to be appropriate to be involved in such a program shall have benefits suspended.

Prior to having benefits suspended, an employee shall be afforded an opportunity to demonstrate that there were reasonable grounds for failing to meet the above obligations.

(c) The application shall be completed and returned to the Regulator who shall within 10 work days forward the application to the Secretary. The Committee members shall be provided with copies of the application.

(d) The ~~Joint Consultation~~ **Rehabilitation** Committee will, based on the information, coordinate the necessary medical and/or vocational assessments and determine the following:

(i) if the application is properly before the Committee;

(ii) based on the assessment, determine whether the employee is immediately capable of performing modified, alternate or rehabilitative employment;

(iii) if no to (ii) above the Committee may, based on the assessments, implement the necessary training to place the employee in alternative or rehabilitative employment;

(iv) in considering modified, alternative or rehabilitative employment, the committee may provide advice and make recommendations to the Regulator to return the incapacitated employee to work considering the following accommodations:

(1) modification of the duties of the employee's job;

(2) flexibility in scheduling hours of work within existing hours of operation;

(3) provision of technical or mechanical aids.

(v) where the employee is considered capable of performing alternative employment or once the rehabilitative employment is considered to be successful and the employee is therefore able to perform the duties of a gainful occupation, the employee shall be subject to Article 33 excluding displacement options pursuant to Clause 33.2.

(e) (i) An employee in receipt of STIIP benefits, whose prognosis for return to work exceeds eight weeks, may be referred to the ~~Joint Consultation~~ **Rehabilitation** Committee if the Government Employee Health Services determines it is medically appropriate to do so.

(ii) In those cases where a return to their own occupation is unlikely, employees may be referred, by either party to the ~~Joint Consultation~~ **Rehabilitation** Committee while on STIIP. In such cases, Part III (c) and (d) will apply. Where an employee has a physical occupational illness or injury, the Regulator will, where feasible, accommodate the employee's incapacity so as to avoid a time loss illness or injury. Where a time loss illness or injury occurs, the compensation payable shall be in accordance with the applicable terms of Information Appendix A.

(f) Where the Regulator has concerns with a recommendation made in accordance with (d)(iv) above, the concern will be reviewed with the ~~Joint Consultation~~ **Rehabilitation** Committee.

______________________________ ______________________________
For the Union For the Employer

______________________________ ______________________________
For the Union For the Employer

____
Date

BC Energy Regulator
PEA

INFORMATION APPENDICES
INFORMATION APPENDIX B – BOARD AND LODGING AND RELOCATION EXPENSES AND TRAVEL EXPENSES
PART I – BOARD AND LODGING ALLOWANCES

1.01 – Board and Lodging Allowances

(a) *Maintain Current Language*
(b) *Maintain Current Language*
(c) *Maintain Current Language*
(d) *Maintain Current Language*
(e) *(1), (2) - Maintain Current Language*
(3) Where employees are entitled, the per diem living allowance will be

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$43.89~~
~~July 1, 2023~~	~~$46.86~~
~~July 1, 2024~~	~~$48.26~~

Date	Allowance
July 1, 2025	**$49.71**
July 1, 2026	**$51.20**
July 1, 2027	**$52.74**
July 1, 2028	**$54.32**

1.02 – Moving Trailers and Household Effects
Maintain Current Language

1.03 – Type of Accommodation
Maintain Current Language

~~**1.04 – Permanent Camp**~~
~~Where a "stationary" employee's permanent headquarters is at a permanent camp, the employee will be required to pay for board and lodging supplied. The rate will be~~

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$284.28~~
~~July 1, 2023~~	~~$303.47~~
~~July 1, 2024~~	~~$312.58~~

~~Date~~	~~Allowance~~
~~**July 1, 2025**~~	~~**$321.96**~~

~~**July 1, 2026**~~	~~**$331.62**~~
~~**July 1, 2027**~~	~~**$341.56**~~
~~**July 1, 2028**~~	~~**$351.81**~~

~~per month or proportion thereof for a partial month.~~

~~Where lodging only is supplied, the rate will be~~

~~**Date**~~	~~**Allowance**~~
~~July 1, 2022~~	~~$86.51~~
~~July 1, 2023~~	~~$92.35~~
~~July 1, 2024~~	~~$95.12~~

~~**Date**~~	~~**Allowance**~~
~~**July 1, 2025**~~	~~**$97.97**~~
~~**July 1, 2026**~~	~~**$100.91**~~
~~**July 1, 2027**~~	~~**$103.94**~~
~~**July 1, 2028**~~	~~**$107.06**~~

~~per month or~~

~~**Date**~~	~~**Allowance**~~
~~July 1, 2022~~	~~$2.92~~
~~July 1, 2023~~	~~$3.11~~
~~July 1, 2024~~	~~$3.21~~

~~**Date**~~	~~**Allowance**~~
~~**July 1, 2025**~~	~~**$3.31**~~
~~**July 1, 2026**~~	~~**$3.41**~~
~~**July 1, 2027**~~	~~**$3.51**~~
~~**July 1, 2028**~~	~~**$3.61**~~

~~per day.~~

~~Where board only is supplied, the rate will be~~

~~**Date**~~	~~**Allowance**~~
~~July 1, 2022~~	~~$192.78~~
~~July 1, 2023~~	~~$205.79~~
~~July 1, 2024~~	~~$211.96~~

~~**Date**~~	~~**Allowance**~~
~~**July 1, 2025**~~	~~**$218.32**~~
~~**July 1, 2026**~~	~~**$224.87**~~
~~**July 1, 2027**~~	~~**$231.61**~~
~~**July 1, 2028**~~	~~**$238.56**~~

~~per month, or~~

~~**Date**~~	~~**Allowance**~~
~~July 1, 2022~~	~~$6.47~~
~~July 1, 2023~~	~~$6.91~~
~~July 1, 2024~~	~~$7.12~~

~~**Date**~~	~~**Allowance**~~
~~**July 1, 2025**~~	~~**$7.33**~~
~~**July 1, 2026**~~	~~**$7.55**~~
~~**July 1, 2027**~~	~~**$7.78**~~
~~**July 1, 2028**~~	~~**$8.01**~~

~~per day, or~~

~~**Date**~~	~~**Allowance**~~
~~July 1, 2022~~	~~$2.16~~
~~July 1, 2023~~	~~$2.30~~
~~July 1, 2024~~	~~$2.37~~

~~**Date**~~	~~**Allowance**~~
~~**July 1, 2025**~~	~~**$2.44**~~
~~**July 1, 2026**~~	~~**$2.51**~~
~~**July 1, 2027**~~	~~**$2.59**~~
~~**July 1, 2028**~~	~~**$2.67**~~

~~per meal.~~

______________________________ ______________________________

For the Union For the Employer

______________________________ ______________________________

For the Union For the Employer

____

Date

INFORMATION APPENDICES
INFORMATION APPENDIX B – BOARD AND LODGING AND RELOCATION EXPENSES AND TRAVEL EXPENSES
PART II – RELOCATION EXPENSES

2.01 Policy

Maintain Current Language

2.02 Travel Expenses on Relocation

Maintain Current Language

2.03 Living Expenses Upon Relocation at New Location

After the first seven days has expired at the new location and the employee can establish to the satisfaction of the Regulator that there is no suitable housing available, then:

(a) The Regulator shall pay an employee not accompanied by dependents at the new location a living allowance per day up to a maximum of 30 days of

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$30.95~~
~~July 1, 2023~~	~~$33.04~~
~~July 1, 2024~~	~~$34.03~~

Date	Allowance
July 1, 2025	**$35.05**
July 1, 2026	**$36.10**
July 1, 2027	**$37.19**
July 1, 2028	**$38.30**

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

(b) The Regulator shall pay an employee accompanied by dependents at the new location a living allowance per day up to a maximum of 30 days of

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$37.10~~
~~July 1, 2023~~	~~$39.06~~
~~July 1, 2024~~	~~$40.23~~

Date	Allowance

July 1, 2025	**$41.44**
July 1, 2026	**$42.68**
July 1, 2027	**$43.96**
July 1, 2028	**$45.28**

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

(c) *Maintain Current Language*

2.04 Moving of Household Effects and Chattels

(a) *Maintain Current Language*

(b) *Maintain Current Language*

(c) *Maintain Current Language*

(d) *Maintain Current Language*

(e) When an employee is being relocated and opts to move the employee's own household effects and chattels the employee shall receive one of the following allowances:

1) for a move not exceeding a distance of 240 kilometres;

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$618.14~~
~~July 1, 2023~~	~~$659.86~~
~~July 1, 2024~~	~~$679.66~~

Date	Allowance
July 1, 2025	**$700.05**
July 1, 2026	**$721.05**
July 1, 2027	**$742.68**
July 1, 2028	**$764.96**

2) for a move which exceeds a distance of 240 kilometres;

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$989.12~~
~~July 1, 2023~~	~~$1,055.89~~
~~July 1, 2024~~	~~$1,087.57~~

Date	Allowance

July 1, 2025	**$1120.20**
July 1, 2026	**$1153.80**
July 1, 2027	**$1188.42**
July 1, 2028	**$1224.07**

3) where the employee is entitled to receive the amount pursuant to 2.07(d).

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$309.10~~
~~July 1, 2023~~	~~$329.96~~
~~July 1, 2024~~	~~$339.86~~

Date	Allowance
July 1, 2025	**$350.06**
July 1, 2026	**$360.56**
July 1, 2027	**$371.37**
July 1, 2028	**$382.52**

(f) *Maintain Current Language*

2.05 Moving of Mobile Homes

(a) *Maintain Current Language*

(b) Where an employee's mobile home is moved by the Regulator under this section then the Regulator shall also arrange and pay for the following:

(i) moving of single wide mobile trailer or home up to the maximum width allowed on highway with a permit including any skirting, cabanas or attachments.

Where mobile homes in excess of the above are involved, the Regulator will pay:

the equivalent cost of moving a single wide mobile trailer or home up to the maximum width allowed on highways with a permit, or the real estate and legal fees involved in selling the extra wide trailer up to a maximum of

~~Date~~	~~Maximum~~
~~July 1, 2022~~	~~$6,181.77~~
~~July 1, 2023~~	~~$6,599.04~~
~~July 1, 2024~~	~~$6,797.01~~

Date	Allowance
July 1, 2025	**$7000.92**

July 1, 2026	**$7210.95**
July 1, 2027	**$7427.28**
July 1, 2028	**$7650.09**

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

(ii) comprehensive insurance to adequately protect the employee's household effects, chattels and trailer during the move up to a maximum of

~~**Date**~~	~~**Maximum**~~
~~July 1, 2022~~	~~$66,085.67~~
~~July 1, 2023~~	~~$70,546.45~~
~~July 1, 2024~~	~~$72,662.84~~

Date	**Allowance**
July 1, 2025	**$74,842.73**
July 1, 2026	**$77,088.01**
July 1, 2027	**$79,400.65**
July 1, 2028	**$81,782.67**

(iii) the setting up and levelling of a mobile home or double wide at the new location to a maximum of

~~**Date**~~	~~**Maximum**~~
~~July 1, 2022~~	~~$741.81~~
~~July 1, 2023~~	~~$791.88~~
~~July 1, 2024~~	~~$815.64~~

Date	**Allowance**
July 1, 2025	**$840.11**
July 1, 2026	**$865.31**
July 1, 2027	**$891.27**
July 1, 2028	**$918.01**

upon production of receipts.

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

(iv) The packing and unpacking of the employee's household effects and chattels if required.

(c) Where an employee is living in a mobile home and is not included in (a) above, and chooses to move the mobile home to the new headquarters area the employee shall be entitled to reimbursement for costs covered in (b) above up to a maximum of

~~Date~~	~~Maximum~~
~~July 1, 2022~~	~~$3,090.90~~
~~July 1, 2023~~	~~$3,299.54~~
~~July 1, 2024~~	~~$3,398.53~~

Date	Allowance
July 1, 2025	**$3,500.49**
July 1, 2026	**$3,605.50**
July 1, 2027	**$3,713.67**
July 1, 2028	**$3,825.08**

upon production of receipts.

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

(d) *Maintain Current Language*

2.06 Moving of Personal Vehicles Upon Relocation
Maintain Current Language

2.07 Incidental Expenses on Relocation

The Regulator shall pay to the employee upon relocation only one of the following amounts to cover incidental expenses on relocation, and once the employee has claimed one allowance, no alternate further claim may be made.

(a) When an employee purchases a private dwelling house in the new location -

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$741.81~~
~~July 1, 2023~~	~~$791.88~~
~~July 1, 2024~~	~~$815.64~~

Date	Allowance
July 1, 2025	**$840.11**
July 1, 2026	**$865.31**
July 1, 2027	**$891.27**
July 1, 2028	**$918.01**

(b) When an employee is moving to rental accommodation in the new location -

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$370.90~~
~~July 1, 2023~~	~~$395.94~~

~~July 1, 2024~~	~~$407.82~~

Date	Allowance
July 1, 2025	**$420.05**
July 1, 2026	**$432.66**
July 1, 2027	**$445.64**
July 1, 2028	**$459.01**

(c) When an employee is moving with a mobile home -

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$247.31~~
~~July 1, 2023~~	~~$264.00~~
~~July 1, 2024~~	~~$271.92~~

Date	Allowance
July 1, 2025	**$280.08**
July 1, 2026	**$288.48**
July 1, 2027	**$297.13**
July 1, 2028	**$306.05**

(d) When an employee is moving to room and board -

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$185.48~~
~~July 1, 2023~~	~~$198.00~~
~~July 1, 2024~~	~~$203.94~~

Date	Allowance
July 1, 2025	**$210.06**
July 1, 2026	**$216.36**
July 1, 2027	**$222.85**
July 1, 2028	**$229.54**

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

The application for incidental expenses on relocation must be made by the employee on the appropriate form within 60 days of the employee's arrival at the new location, unless there is no available suitable housing, in which case application must be made within 60 days of suitable housing becoming available.

2.08 Notice to Employee Upon Relocation
Maintain Current Language

2.09 Requested Relocation by Employee
Maintain Current Language

2.10 Real Estate and Legal Fees

On relocation, or within one year of the effective date of relocation, an employee who purchases and/or sells a private dwelling house, will be entitled to claim for the following expenses upon production of receipts:

(a) Reimbursement of fees, to a maximum of

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$10,509.04~~
~~July 1, 2023~~	~~$11,218.40~~
~~July 1, 2024~~	~~$11,554.95~~

Date	Allowance
July 1, 2025	**$11,901.60**
July 1, 2026	**$12,258.65**
July 1, 2027	**$12,626.41**
July 1, 2028	**$13,005.20**

charged by a real estate agency for the selling of the employee's private dwelling home in which the employee resided immediately prior to relocation.

(b) An employee, who has sold a private dwelling house without the aid of a realtor, shall be entitled to claim

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$2,472.73~~
~~July 1, 2023~~	~~$2,639.64~~
~~July 1, 2024~~	~~$2,718.83~~

Date	Allowance
July 1, 2025	**$2,800.39**
July 1, 2026	**$2,884.41**
July 1, 2027	**$2,970.94**

July 1, 2028	**$3,060.07**

(c) Allowance for legal fees encumbered upon the employee because of the purchase of their private dwelling house in which they live after relocation will be paid in accordance with the following:

- one percent (1%) of the first

~~Date~~	~~Amount~~
~~July 1, 2022~~	~~$61,817.64~~
~~July 1, 2023~~	~~$65,990.33~~
~~July 1, 2024~~	~~$67,970.04~~

Date	Allowance
July 1, 2025	**$70,009.14**
July 1, 2026	**$72,109.42**
July 1, 2027	**$74,272.70**
July 1, 2028	**$76,500.88**

of the purchase price.

- one half (1/2) of one percent (1%) of any amount of the purchase price above

~~Date~~	~~Amount~~
~~July 1, 2022~~	~~$61,817.64~~
~~July 1, 2023~~	~~$65,990.33~~
~~July 1, 2024~~	~~$67,970.04~~

Date	Allowance
July 1, 2025	**$70,009.14**
July 1, 2026	**$72,109.42**
July 1, 2027	**$74,272.70**
July 1, 2028	**$76,500.88**

- the total cost to the Regulator under part (c) shall not exceed

~~Date~~	~~Maximum Allowance~~
~~July 1, 2022~~	~~$1,236.36~~

~~July 1, 2023~~	~~$1,319.81~~
~~July 1, 2024~~	~~$1,359.40~~

Date	Allowance
July 1, 2025	**$1,400.18**
July 1, 2026	**$1,442.19**
July 1, 2027	**$1,485.45**
July 1, 2028	**$1,530.02**

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

(d) *Maintain Current Language*

(e) *Maintain Current Language*

______________________________ ______________________________

For the Union For the Employer

____

Date

INFORMATION APPENDICES
INFORMATION APPENDIX B – BOARD AND LODGING AND RELOCATION EXPENSES AND TRAVEL EXPENSES

PART III – Miscellaneous Fees

Where a regular employee is required by the Regulator to relocate:

- as a result of the Regulator moving its operation from one geographic location to another (see Main Agreement Clause 12.03);
- as a result of accepting a placement pursuant to Article 33, provided the employee is on receipt of layoff notice.

the employee will be entitled to the following reimbursements in addition to the provisions of Information Appendix B Part II, upon production of receipts:

(a) Real estate Regulator fees not to exceed

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$18,545.34~~
~~July 1, 2023~~	~~$19,797.15~~
~~July 1, 2024~~	~~$20,391.06~~

Date	Allowance
July 1, 2025	**$21,002.79**
July 1, 2026	**$21,632.88**
July 1, 2027	**$22,281.86**
July 1, 2028	**$22,950.32**

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

Where a claim is made under this section, there shall be no entitlement to Information Appendix B 2.10(a).

(b) Except where the terms of the employee's mortgage allow the employee to transfer the mortgage to a new residence without penalty, the mortgage discharge fee not to exceed

~~Date~~	~~Allowance~~
~~July 1, 2022~~	~~$247.32~~
~~July 1, 2023~~	~~$264.01~~
~~July 1, 2024~~	~~$271.93~~

Date	Allowance
July 1, 2025	**$280.09**
July 1, 2026	**$288.49**
July 1, 2027	**$297.15**
July 1, 2028	**$306.06**

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

and mortgage pre-payment penalty, if any.

(c) Survey certificate fee as required for the acquisition of a mortgage/purchase of a private dwelling at the new location.

(d) Interim financing fees and/or interest charges incurred for the purchase of the private dwelling house in the new location for a maximum period of 60 days. The employee shall provide the necessary documentation to demonstrate that such interim financing arrangements were incurred and/or duplicate mortgage payments have been made.

Part III does not apply where the employee's private dwelling in which the employee resided immediately prior to relocation is not sold.

______________________________ ______________________________

For the Union For the Employer

____

Date

BC Energy Regulator
PEA

INFORMATION APPENDICES
INFORMATION APPENDIX C –TRAVEL EXPENSES

DEFINITIONS

TRAVEL STATUS with respect to an employee means absence of the employee from the employee's designated headquarters or geographic location on Government business with the approval of the Regulator, but travel status does not apply to an employee temporarily assigned to a position outside of the designated headquarters.

Unless otherwise stated elsewhere in this Order, claims for acceptable travel expenses must be submitted on a Travel Voucher.

1. Group I includes:

   (a) All persons not specifically included in Groups II and III.

2. Acceptable Travel Expenses (Group I)

   (a) Meal Allowance

      (i) The meal allowance shall be:

~~Meal~~	~~July 1, 2022~~	~~July 1, 2023~~	~~July 1, 2024~~
~~Breakfast~~	~~$14.25~~	~~$15.21~~	~~$15.67~~
~~Lunch~~	~~$16.35~~	~~$17.45~~	~~$17.97~~
~~Dinner~~	~~$27.51~~	~~$29.37~~	~~$30.25~~

Meal	July 1, 2025	July 1, 2026	July 1, 2027	July 1, 2028
Breakfast	**$16.14**	**$16.62**	**$17.12**	**$17.64**
Lunch	**$18.51**	**$19.06**	**$19.64**	**$20.23**
Dinner	**$31.16**	**$32.09**	**$33.05**	**$34.05**

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

      (i) The meal allowance covers expenses incurred through meal purchases.

      (ii) Meals provided without charge to an employee on travel status which are paid for from public funds shall not be claimed for reimbursement as provided by section 2(a)(i) above

(b) Private Vehicle Allowance

(i) Reimbursement, where a private vehicle is used on the Regulator's business in accordance with Treasury Board Directives, shall be:

~~Date~~	~~Rate per km~~
~~July 1, 2022~~	~~61¢~~
~~July 1, 2023~~	~~63¢~~
~~July 1, 2024~~	~~65¢~~

Date	**Rate per km**
July 1, 2025	**66¢**
July 1, 2026	**67¢**
July 1, 2027	**TBD***
July 1, 2028	**TBD***

~~*Note: the 2023 and 2024 allowance will be increased by the percentage of the combined GWI and COLA for each respective year to the maximum allowable amount set by the Canada Revenue Agency.*~~

The 2027 and 2028 vehicle allowance will increase by the GWI to the maximum allowable amount set by Canada Revenue Agency.

The distance allowance does not apply when using rental or Government vehicles.

(ii) Actual transportation toll charges may also be claimed.

(c) Acceptable Parking Charges

(i) When a private vehicle is utilized for the Regulator's business in accordance with Treasury
Board Directives, receipted parking charges will be reimbursed.

(ii) Normal parking charges will be reimbursed when a Government or rental vehicle is used for the Regulator's business.

(d) Transportation

(i) Where transportation, other than a private vehicle, is required, reimbursement will be in accordance with Treasury Board Directives.

(ii) Where transportation by commercial carrier(s) has been designated as the mode of travel by the Regulator and the employee requests to use a private motor vehicle instead, and the Regulator allows such use, reimbursement will be based on the lesser of the distance allowance for the private motor vehicle plus transportation toll charges, if any, for the trip or the designated commercial carrier(s) cost for the trip. No meal, accommodation, travel time or any other expense(s) will be reimbursed beyond the transportation costs that would have occurred had the employee taken the designated commercial transportation.

(iii) Where personal and business travel are combined, reimbursement is to be based upon the lesser of actual transportation expenses or the most economical transportation expenses that would have been incurred had personal travel not taken place.

Per diem allowances and other expenses will not be reimbursed beyond the costs that would have been incurred had personal travel not taken place.

(e) Accommodation

(i) Reimbursement of accommodation expenses will be in accordance with Treasury Board Directives.

(ii) Reimbursement of

~~Date~~	~~Rate~~
~~July 1, 2022~~	~~$37.10~~
~~July 1, 2023~~	~~$39.61~~
~~July 1, 2024~~	~~$40.80~~

Date	Rate
July 1, 2025	**$42.02**
July 1, 2026	**$43.28**
July 1, 2027	**$44.58**
July 1, 2028	**$45.92**

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

maximum per day may be claimed where private lodging is used.

(f) Miscellaneous Out-of-Pocket Expenses

Reimbursement will be made for the following incurred out-of-pocket expenses while an individual is on travel status:

(i) Telephone Calls

Where overnight accommodation is required, one five-minute telephone call to the employee's home in British Columbia for each night away.

(ii) Porterage

Reimbursement for porterage may be claimed as follows**:**

~~**Date**~~	~~**Rate**~~
~~July 1, 2022~~	~~61¢~~
~~July 1, 2023~~	~~65¢~~
~~July 1, 2024~~	~~67¢~~

Date	**Rate**
July 1, 2025	**69¢**
July 1, 2026	**71¢**
July 1, 2027	**73¢**
July 1, 2028	**75¢**

~~*Note: the 2024 allowance will be increased by the percentage of the combined GWI and COLA.*~~

(iii) **(ii)** Drycleaning

Claims for full drycleaning, valet or laundry expenses for every seven days away from headquarters or geographic location will be reimbursed in accordance with Treasury Board Directives.

____
For the Union

____
For the Employer

____
Date

____
Date

LETTERS OF UNDERSTANDING

~~LETTER OF UNDERSTANDING #1 - SUPPLEMENTAL UNEMPLOYMENT BENEFIT PROGRAM~~

~~A. SUPPLEMENTAL UNEMPLOYMENT BENEFIT PROGRAM - MATERNITY LEAVE~~

1. ~~The objective of the Supplemental Unemployment Benefit (SUB) Program is to supplement the employment insurance benefits received by eligible employees who are on approved maternity leave pursuant to Clause 23.01.~~

2. ~~The maximum number of weeks for which SUB Program benefits are payable is 17 weeks.~~

3. ~~The duration of the Program will be from the date one month after the date compliance authorization for the Supplemental Unemployment Benefit Program is received from Employment and Immigration Canada to the date of expiration of this Agreement.~~

4. ~~Employees do not have a right to SUEB Program payments except supplementation of Employment Insurance Benefits for the period of unemployment as specified in this Program.~~

5. ~~The Regulator will inform the Canada Employment and Immigration Regulator of any changes in the program within 30 days of the effective date of the change.~~

6. ~~Payment in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under the program.~~

~~B. SUPPLEMENTAL UNEMPLOYMENT BENEFIT PROGRAM - PARENTAL LEAVE~~

1. ~~The objective of the Supplemental Unemployment Benefit (SUB) Program is to supplement the employment insurance benefits received by eligible employees who are on approved maternity leave pursuant to Clause 23.02.~~

2. ~~The maximum number of weeks for which SUEB Program benefits are payable is 35 weeks for those who opt for the standard parental leave.~~

3. ~~The duration of the Program will be from the date one month after the date compliance authorization for the Supplemental Unemployment Benefit Program is received from Employment and Immigration Canada to the date of expiration of this Agreement.~~

4. ~~Employees do not have a right to SUB Program payments except supplementation of Employment Insurance Benefits for the period of unemployment as specified in this Program.~~

5. ~~The Regulator will inform the Canada Employment and Immigration Regulator of any changes in the program within 30 days of the effective date of the change.~~

~~6. Payment in respect of guaranteed annual remuneration or in respect of deferred remuneration or severance pay benefits are not reduced or increased by payments received under the Program.~~

__________________________________ ________________________________

For the Union For the Employer

Date ____

~~LETTERS OF UNDERSTANDING~~ 2 - ~~TEMPORARY (CASUAL) STATUS EMPLOYEES~~

~~It is recognized that the parties have agreed to remove language from the collective agreement between the PEA and the Regulator, specific to temporary (casual) status employees. It is understood that no employees in the bargaining unit are affected by this.~~

~~The Regulator undertakes that in the event that a decision is made by the Regulator to employ a temporary (casual) status employee(s) the Regulator will meet with the PEA to discuss terms and conditions of employment regarding the above as appropriate.~~

________________________________ ________________________________

For the Union For the Employer

____

Date

BC Energy Regulator

PEA

LETTER OF UNDERSTANDING #3 - DEFERRED SALARY LEAVE PROGRAM

Maintain current language.

For the Union ______________________________

For the Employer ___________________________

Date _____________________________________

BC Energy Regulator
PEA

LETTER OF UNDERSTANDING #4 – TEMPORARY EMPLOYEES

The parties acknowledge that from time to time, the Regulator may hire Temporary employees, defined as an employee who is employed for work that is not of a continuous nature. The following Memorandum of Understanding outlines the terms and conditions of employment for Temporary Employees.

This ~~**memorandum**~~ **Letter of Understanding** is in effect from **1 July 2025 to 30 June 2029.** The parties agree to discuss the inclusion of language covering temporary employees when bargaining the renewal of the current collective agreement. The parties agree that this agreement will not be used to replace any current bargaining position or positions, with a temporary employee or employees.

1.01 Application of Agreement

Maintain Current Language

1.02 Letter of Appointment

Maintain Current Language

1.03 Status of Applying for Regular Positions

Maintain Current Language

1.04 Designated Paid Holidays

Maintain Current Language

1.05 Vacation Pay

Maintain Current Language

1.06 Health and Welfare

Maintain Current Language

1.07 Sickness Indemnity

Maintain Current Language

1.08 Seniority for Temporary Employees

Maintain Current Language

1.09 Loss of Seniority

Maintain Current Language

1.10 Temporary Employees Designated Group "A"

Maintain Current Language

1.11 Layoff and Recall

Maintain Current Language

1.12 Temporary Conversion

Maintain Current Language

______________________________ ______________________________
For the Union For the Employer

______________________________ ______________________________
For the Union For the Employer

____
Date

BC Energy Regulator
PEA

LETTER OF UNDERSTANDING #5 – 2025 Public Sector Wage Increases

1. If a public sector employer, as defined in s. 1 of the *Public Sector Employers Act*, enters into a collective agreement in respect of a bargaining unit for which a trade union is certified under the BC Labour Relations Code, with an effective date after December 31, 2024 and the first 4 years of the collective agreement under the Balanced Measures Mandate includes cumulative nominal (not compounded) general wage increases (GWIs) that, in accordance with how GWIs are defined and calculated in this MOA, are paid out and exceed the sum of the GWIs that are paid out in this collective agreement, the total GWIs paid out will be adjusted on the fourth anniversary of the collective agreement so that the cumulative nominal GWIs are equivalent.

2. The collective agreements listed in the appendix are excluded from consideration for the purposes of this MOA and cannot trigger an adjustment to the total GWIs paid out in this collective agreement in accordance with paragraph 1.

3. For certainty, a general wage increase is one that applies to all members of a bargaining unit (e.g. everyone receives an additional $0.25 per hour, $400 per year, or 1% increase). The total cumulative nominal GWIs the PEA will receive over the term of the 4-year agreement is 12%.

4. The definition of a GWI, and what constitutes a GWI, for the purposes of this MOA, excludes wage and benefit redress/comparability adjustments; labour market adjustments; mid-contract compensation increases agreed to post-ratification; flexibility allocations; policy funding that is not directly tied to a collective agreement; any compensation increases that are funded by equivalent collective agreement savings; increases resulting from an employer being designated as a public sector employer under the *Public Sector Employers Act*; increases awarded through binding interest arbitration; or any grievance resolutions.

5. What constitutes a GWI and its magnitude in any agreement is as confirmed by the Public Sector Employers' Council Secretariat at the time the Secretariat reviewed the changes to the collective agreement prior to the parties reaching a tentative agreement.

6. This MOA will remain in effect for the term of this collective agreement.

Appendix

The collective agreements listed below are excluded from consideration for the purposes of this 2025 Public Sector Wage Increases MOA and cannot trigger an adjustment to the total GWIs paid out in this collective agreement in accordance with paragraph 1 of the MOA.

a) Twentieth Main Public Service Agreement between the Government of the Province of British Columbia and the B.C. General Employees' Union (BCGEU);
b) Health Services & Support Facilities Bargaining Association Collective Agreement between Facilities Bargaining Association and Health Employers Association of British Columbia;
c) Collective Agreement between Health Employers Association of British Columbia and the Health Services and Support – Community Subsector Association of Bargaining Agents;
d) Community Living Services Collective Agreement between the Community Social Services Employers' Association and the General Services Bargaining Association of Unions;
e) Indigenous Services Collective Agreement between the Community Social Services Employers' Association and the General Services Bargaining Association of Unions; or
f) General Services Collective Agreement between the Community Social Services Employers' Association and the General Services Bargaining Association of Unions.

________________________________	______________________________
For the Union	For the Employer
July 23, 2026	July 23, 2026
________________________________	______________________________
Date	Date

BC Energy Regulator
PEA

~~LETTER OF UNDERSTANDING #6 - RECRUITMENT AND RETENTION ISSUES~~

~~The Employer and the PEA recognize the need for an experienced, knowledgeable and engaged group of employees working within the organization who support continuous evolution of the Regulator as a strategy- focused, efficient, stable and highly respected regulator of British Columbia's oil and gas sector. In doing so, the Regulator is positioned to provide the technical excellence to ensure public safety, protection of the environment and conservation of the resource for the betterment and safety of the citizens of British Columbia.~~

~~Recruitment and retention issues present challenges and concerns for both the Regulator and the PEA and their negative impact on the organization and the public it serves. Through stabilized staffing complements, the Regulator is better able to service the citizens of the BC and provide the regulatory excellence to ensure public safety.~~

~~The Service Improvement Allocation presents an opportunity to recognize the unique nature of these roles by providing temporary retention support to existing employees and to support recruitment efforts. Accordingly, the Employer and PEA agree to the following adjustments for roles in the following grids:~~

~~PEA 1~~	~~$400.00~~
~~PEA 2~~	~~$350.00~~
~~PEA 3~~	~~$300.00~~

~~These adjustments will be applied effective 1 July 2022, 1 July 2023 and 1 July 2024 and for the purpose of calculating General Wage Increases, these adjustments are not considered.~~

~~This LOU and the adjustments outlined above will expire on June 30, 2025 unless extended by mutual agreement of the parties.~~

______________________________ ______________________________

For the Union For the Employer

____

Date

BC Energy Regulator
PEA

LETTER OF UNDERSTANDING #7 - ALLOWANCES

The Employer and Union agree that applicable allowances will increase as follows~~:~~

~~July 1, 2022:~~ **July 1, 2025:**

~~Increase all applicable allowances by 3.79% commensurate with the general wage increase.~~

Increase all applicable allowances by 3.0% commensurate with the general wage increase.

~~1 July 2023:~~ **July 1, 2026:**

~~Increase all applicable allowances by a 6.75% commensurate with the general wage increase.~~

Increase all applicable allowances by 3.0% commensurate with the general wage increase.

~~1 July 2024:~~ **July 1, 2027:**

~~Increase all rates of pay by the annualize average of BC CPI over twelve months starting on 1 March 2023 to a minimum of 2% and a maximum of 3% subject to MOU #1 – COLA.~~

Increase all applicable allowances by 3.0% commensurate with the general wage increase.

July 1, 2028:

Increase all applicable allowances by 3.0% commensurate with the general wage increase.

______________________________ ______________________________

For the Union For the Employer

____

Date

BC Energy Regulator/
PEA

~~**MEMORANDA OF UNDERSTANDING**~~

~~**Memorandum of Understanding #1: Cost of Living Adjustments**~~

~~The parties agree that in determining the level of any Cost of Living Adjustments (COLAs) that will be paid out starting on the first pay period after July 1, 2023 and July 1 2024, respectively, the "annualized average of BC CPI over twelve months" in Appendix 3 of the collective agreement means the *Latest 12-month Average (Index) % Change* reported by BC Stats in March for British Columbia for the twelve months starting at the beginning of March the preceding year and concluding at the end of the following February. The percentage change reported by BC Stats that will form the basis for determining any COLA increase is calculated to one decimal point. The *Latest 12-month Average Index*, as defined by BC Stats, is a 12-month moving average of the BC consumer price indexes of the most recent 12 months. This figure is calculated by averaging index levels over the applicable 12 months.~~

~~The *Latest 12-month Average % Change* is reported publicly by BC Stats in the monthly BC Stats *Consumer Price Index Highlights* report. The BC Stats *Consumer Price Index Highlights* report released in mid-March will contain the applicable figure for the 12-months concluding at the end of February.~~

~~For reference purposes only, the annualized average of BC CPI over twelve months from March 1, 2021 to February 28, 2022 was 3.4%.~~

_______________________________ _______________________________

For the Union For the Employer

____

Date

BC Energy Regulator
PEA

~~MEMORANDA OF UNDERSTANDING~~

~~Memorandum of Understanding #3: Recruitment and Retention Support~~

~~The Employer and the PEA recognize the ability to recruit and retain talent is a key factor in the success of the organization.~~

~~Recruitment and retention issues present challenges and concerns for both the organization and the PEA.~~

~~Accordingly, the Employer and the PEA agree to the following recruitment and retention support for the following grids:~~

	~~July 1, 2022~~	~~July 1, 2023~~
~~PEA 1~~	~~$2,650.00~~	~~$3,600.00~~
~~PEA 2~~	~~$2,550.00~~	~~$3,600.00~~
~~PEA 3~~	~~$2,475.00~~	~~$3,600.00~~
~~PEA 5~~		~~$3,580.00~~

~~These adjustments will be applied effective 1 July 2022 and 1 July 2023 and for the purpose of calculating General Wage Increases, these adjustments are not considered.~~

~~This MOU and the adjustments outlined above will expire on 30 June 2025 unless extended by mutual agreement of the parties.~~

________________________________ ________________________________

For the Union For the Employer

____

Date