

Memorandum of Agreement

Between

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

and the

Professional Employees Association

respecting

Retention Incentive Payments

in the

Ministry of Energy, Mines & Petroleum Resources

Insofar as the Parties have recognized that recruitment and retention challenges may occur over the life of the agreement, retention incentive payments for eligible employees in the Oil & Gas Division and the Titles and Offshore Division, Ministry of Energy, Mines and Petroleum Resources are agreed as follows:

1. Employees eligible for the retention incentive payments are regular employees in the Oil & Gas Division and the Titles and Offshore Division, Ministry of Energy, Mines & Petroleum Resources designated as Petroleum Geologists.
2. The amount of retention incentive payments are attached at Appendix A.
3. The retention incentive payment is payable annually in the last pay period of fiscal year. This Memorandum of Agreement will commence for the 2008/09 fiscal year such that the first recruitment incentive payment will occur in the last pay period of March 2009.
4. In respect of employees becoming eligible for the retention incentive payment during a fiscal year, the payment will be pro-rated for partial years based on first day of eligibility. The payment will be pro-rated for part time employment. With the exception of maternity and parental leave, periods of absences on leave without pay or STIIP periods in excess of 30 calendar days and periods of LTD shall also be pro-rated from payments.
5. Eligible employees who become ineligible (e.g. resignation or transfer to another position) prior to payment of the retention incentive payments at the end of the fiscal year shall not receive any payment for that fiscal year. Notwithstanding the foregoing, an employee scheduled to retire and receive a pension benefit under the Public Service Pension Plan Rules will have the retention incentive payment pro-rated based on last day worked.

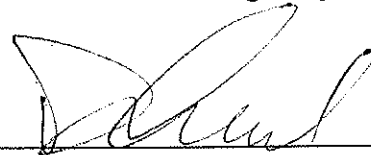
6. Determination of indirect/direct experience and appropriate/allied degree shall not be grievable but an employee's determination will be reviewed by management upon the employee's request.
7. The Parties recognize that these retention incentive payments are in response to current market conditions to assist with the Ministry's desired recruitment and retention outcomes. As such they will be reviewable on an ongoing basis. The Employer may terminate this Memorandum of Agreement with 60 days notice to eligible employees and the Professional Employees' Association. Should the effective date of termination not coincide with the end of the fiscal year, the recruitment incentive payment applicable to the final fiscal year will be pro-rated to include the period prior to the effective date of termination.
8. This Agreement is made without prejudice to Memorandum of Agreement #11 of the Master Agreement and given the lump sum nature of these recruitment incentive payments, it is understood that Clauses 2, 3, 4 and 5 of Memorandum of Agreement #11 of the Master Agreement do not apply.
9. It is understood that the retention incentive payments are not pensionable, and do not form part of base salary.

**Signed on behalf of the
Professional Employees Association**

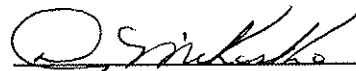


Jodi Jensen
Executive Director
Professional Employees Association

**Signed on behalf of the
BC Public Service Agency**



Doug Caul
Assistant Deputy Minister
BC Public Service Agency



Doug Mikasko
Director, Labour Relations
BC Public Service Agency

Date:

July 17, 2008

Appendix A

**Recruitment and Retention Incentive
Petroleum Geologists**

Criteria A- Experience

The experience scale is for actual work experience with a geosciences focus in the oil and gas industry or in government in a geosciences capacity or equivalent. Indirect experience is for applicable experience in related industries.

Criteria B- Education

Education is based on completed levels of education. No credit is given for partial completion of a course of studies.

B. Education	PhD in Geoscience	M.Sc. inGeoscience	B.Sc.
A. Experience			
Greater than 10 years direct experience	\$18K	\$18K	\$18K
8 to 10 years direct experience	\$18K	\$18K	\$12K
6 to 8 years direct experience	\$18K	\$12K	\$12K
5 to 6 years direct experience	\$12K	\$12K	\$12K
3 to 5 years direct experience	\$12K	\$12K	\$6K
1 to 3 years direct experience	\$12K	\$6K	\$6K
Greater than 5 years indirect experience	\$6K	\$6K	\$3K
Up to 5 years indirect experience	\$6K	\$6K	0