

Memorandum of Agreement

between

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

and

The Professional Employees Association

respecting

**Recognition of Prior Vacation Year Upon
Re-employment**

Whereas the Government of the Province of British Columbia wishes to enhance its recruitment and retention capabilities through a measure to provide regular employees the ability to have vacation entitlement accrued during previous periods of regular employment as a Public Service employee recognized, the Parties agree as follows:

1. Notwithstanding Articles 10.05, 11.05, 11.06 and 21.01 of the Master Agreement, a regular employee who loses their service seniority because of:
 - voluntary termination (i.e resignation or retirement), or
 - being on lay off for more than one year, or
 - becoming an auxiliary employee

and is subsequently re-employed as a regular employee will have their vacation year attained prior to voluntary termination or layoff recognized upon re-employment.

2. The provisions of 1) above shall also apply to current regular employees who qualify as outlined in 1) above and have been re-employed as a regular employee prior to the signing of this Memorandum of Agreement.
3. The enhanced vacation year for employees qualifying pursuant to 1) or 2) above will commence for the 2009 vacation year. For clarity, it is understood that additional vacation entitlement flowing from this Memorandum of Agreement shall not accrue prior to the 2009 vacation year in any circumstance.

4. If an eligible employee has not received the Employer's notification that their vacation year has been adjusted by April 30, 2009, it is the employee's responsibility to apply to their BC Public Service Agency's Client Services Office (or if BC Public Service Agency is not their Human Resources service provider, their Human Resources Office) prior to June 30, 2009. Applications received after June 30, 2009 will not be considered unless leave has prevented the employee from making application.
5. This Memorandum of Agreement shall terminate upon expiry of the 13th Master Agreement (March 31, 2010), unless renewed by mutual agreement between the Parties. If not renewed, employees who have had their prior vacation year recognized pursuant to this Agreement shall maintain same.

For the Professional
Employees' Association:



Jodi Jensen
Executive Director

For the BC Public Service Agency:



Doug Caul
Assistant Deputy Minister
Labour Relations

Dated: Oct 7, 2008