

**Letter**

January 8, 2019

Scott McCannell  
Executive Director  
Professional Employees Association

Dear Mr. McCannell

**Re: Career Laddering Program**

The PEA has raised the concept of a Career Laddering Program. The parties agree to establish a committee to discuss a Career Laddering Program and its potential application to PEA members in the public service. The committee may consider topics such as career development paths, career ladder criteria, available grid ranges, and application and assessment processes in their discussions. The committee shall consist of at least three, but not more than five, representatives from each the management and the union. The parties agree that this committee cannot take any steps that may involve increases to compensation that would require the approval of the Public Sector Employers' Council Secretariat.

The committee will initially meet prior to May 1, 2019. The committee will work together to assess the potential benefits for both parties and may make joint recommendations regarding a potential Career Laddering Program to the parties by October 1, 2021.

This letter expires March 31, 2022 unless the parties agree to renew.

Sincerely,

Alyson Blackstock  
Executive Director, Labour Relations and Total Compensation  
BC Public Service Agency