

## LETTER OF COMMITMENT

January 23, 2019

Scott McCannell  
Executive Director  
Professional Employees Association

Dear Mr. McCannell

### **Re: Professional Reliance Task Force**

The Professional Reliance Review and its recommendations are part of government's broader goals and mandate commitments for natural resource management. The Union and the Employer agree there is value of having discussions regarding the implementation of the recommendations and its impact on employees.

Recognizing this, the parties agree to form a Task Force to work collaboratively on these issues of common interest. Consultation and collaboration have long been the foundation of good union-management relations and this Task Force intends to build upon that strong foundation of trust and cooperation.

The following terms of reference will be used to guide the Task Force with the understanding that the parties can mutually agree to establish additional terms of reference.

### TERMS OF REFERENCE

#### *Scope and Purpose*

The purpose of the Task Force is to ensure meaningful engagement between the Employer and PEA members to explore options and find approaches that would be a benefit to both the Union and the Employer. Meaningful engagement includes a respectful dialogue between the parties that recognizes the expertise and role of the Employer and employees. The Task Force may determine it is desirable to seek input from subject matter experts, including PEA employees, and include them in ongoing dialogue and involvement in the process as appropriate.

The Task Force will engage in meaningful discussion and information sharing regarding the various Professional Reliance Review recommendations which are directly related to the use of qualified professionals within the public service. The Task Force may discuss the following topics:

- Right to title and practice
- Ministry staffing levels
- Availability of resource information
- Government as a Knowledgeable Owner

#### *Membership and Engagement*

The composition of the Task Force will consist of not more than five representatives from each party.

The Employer representatives will include an ADM, who will chair the Task Force, and up to three additional representatives from natural resource sector ministries and a representative from the Public Service Agency. The representatives from natural resource sector ministries may rotate attendance depending upon the specific topics to be discussed as identified on the agenda.

#### *Meeting Framework and Frequency*

The Task Force will meet three times per year at a mutually agreeable time and place. The parties will together develop an agenda in advance of the meeting to allow the parties to select the appropriate representatives to attend.

The agenda will include updates on ministries' actions to address recommendation and provide an opportunity for discussion.

#### *Outcome*

The Task Force will keep a record of discussions and options identified at the end of each meeting and provide to government for consideration.

The Task Force will prepare a joint final report by December 31, 2020 for government consideration which documents the options and considerations for addressing the Professional Reliance Review recommendations.

This letter of commitment and duration of the Task Force expires at the completion of the joint final report and no later than the end of the 16<sup>th</sup> Main Agreement.

Sincerely,

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