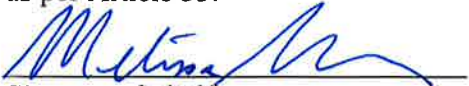



**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**The Government of British Columbia**  
**As Represented by the BC Public Service Agency**  
**And**  
**The Professional Employees Association**  
**Respecting**  
**Classification Effective Dates in FLNRO**

There is a Memorandum of Understanding between the Parties, dated October 5<sup>th</sup>, 2011 regarding a classification review project in the Ministry of Forests, Lands and Natural Resource Operations (October 5<sup>th</sup>, 2011 MOU is attached). The MOU includes provisions that hold classification appeals in abeyance pending the completion of the BCPSA's classification review project.

This MOU is to conclude and replace the October 5<sup>th</sup>, 2011 MOU. Accordingly, the Parties agree to the following:

1. The October 5<sup>th</sup>, 2011 MOU is considered concluded effective July 31, 2017.
2. Classification appeals that have been in abeyance as a result of the October 5<sup>th</sup>, 2011 MOU will no longer be considered in abeyance, effective July 31, 2017.
3. If an employee believes the position they occupy has been improperly classified through the review, they must file a classification appeal with the BCPSA via MyHR, and with the Union, by 5:00 p.m. on September 30, 2017. No appeal arising out of the classification review project will be accepted after that date.
4. All appeals initiated according to the above provisions, and reviews undertaken in accordance with the October 2011 MOU, that result in an upward reclassification will have a retroactive date of April 1, 2011, or the date the actual duties that resulted in a classification change were assigned, whichever is more recent.
5. A joint process for resolving the appeals will be established. The Parties recognize that the appeal process will take time to conclude, but every effort will be made to ensure thoroughness and timeliness.
6. Any future classification appeals that are not specifically addressed by this MOU will be as per Article 33.

  
Signed on behalf of  
the Professional Employees Association

  
Signed on behalf of the BCPSA

Dated: August 16, 2017

Dated: August 16, 2017