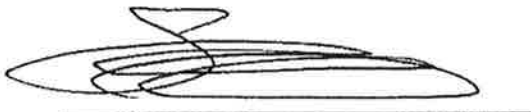


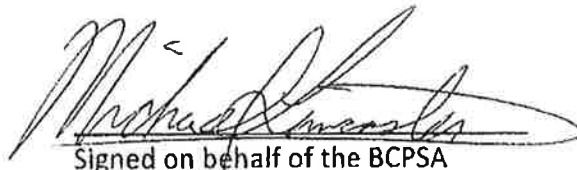
MEMORANDUM OF UNDERSTANDING
Between
The Government of British Columbia
As Represented by the BC Public Service Agency
And
The Professional Employees Association
Respecting
Classification Effective Dates in FLNRO

A reorganization in government resulted in the creation of the Ministry of Forests, Lands and Natural Resource Operations Ministry in March 2011. A classification review project is being conducted within the ministry to update all job descriptions and assess the Impact of the reorganization on job classification levels. It is recognized that the scope of the review will take a considerable period of time to conclude because it is the employer's intent to review all positions in the Ministry of Forests, Lands and Natural Resource Operations. In respect of the duration of the classification review, it is agreed:

1. All position reviews that result in an upward reclassification will have a common effective date of April 1, 2011.
2. A list of job streams and their sequential classification review priority will be provided to the union as they are known.
3. The parties agree that classification appeals filed after the date of this MOU will be held in abeyance and these appeals will be dealt with at the conclusion of the priority streams review covered by this MOU. Classification appeals filed after the reviews will comply with Article 33.
4. Appeals which predate this MOU will continue in accordance with Article 33.
5. This agreement will conclude when the list of job stream reviews is completed. The continuation of this agreement is subject to review by the parties on or before March 31, 2012.



Signed on behalf of
the Professional Employees Association



Signed on behalf of the BCPSA

Date: OCT 5/11

Date: Oct 5, 2011