

2015 Approved Professional Fee Schedule

**Note: As per the collective agreements, fees are capped at the rates listed below
Capped at the 2013 rate for BCGEU and the 2012 rate for PEA**

Professional Occupation	Professional Body	Fee Portion	GST Portion	Maximum Amount Reimbursed
Agrologist	BC Institute of Agrologists	\$380.95	\$19.05	\$400.00
Biologist	College of Applied Biology of BC	\$309.52	\$15.48	\$325.00
Certified General Accountant	Certified General Accountants Association of BC	\$887.50	\$44.38	\$931.88
Certified Management Accountant	Certified Management Accountants of BC	\$885.00	\$44.25	\$929.25
Chartered Accountant	Institute of Chartered Accountants of BC	\$1104.00	\$55.20	\$1159.20
Dietitian	College of Dietitians of BC	\$500.00	\$25.00	\$525.00
Engineer	Association of Professional Engineers and Geoscientists of BC	\$357.33	\$17.87	\$375.20
Forest Technologist	Association of BC Forest Professionals	\$480.40	\$24.02	\$504.42
Forester	Association of BC Forest Professionals	\$544.98	\$27.25	\$572.23
Geologist	Association of Professional Engineers and Geoscientists of BC	\$357.33	\$17.87	\$375.20
Nurse (RN)	College of Registered Nurses of BC	\$238.10	\$11.90	\$250.00
Nurse (RPN)	College of Registered Psychiatric Nurses of BC	\$238.10	\$11.90	\$250.00
Pharmacist	College of Pharmacists of BC	\$650.00	\$32.50	\$682.50
Physiotherapist	College of Physical Therapists of BC	\$404.76	\$20.24	\$425.00
Property Negotiator	Appraisal Institute of Canada	\$843.57	\$42.18	\$885.75
	Real Estate Institute of BC	\$484.29	\$24.21	\$508.50
Psychologist	College of Psychologists of BC	\$1,142.86	\$57.14	\$1,200.00
Veterinarian	College of Veterinarians of BC	\$1,328.57	\$66.43	\$1,395.00
BCGEU memberships not listed above		\$190.48	\$9.52	\$200.00

General Criteria - All Employee Groups:

- Membership in a professional association must be a condition of employment (not a preference).
- Employees must have completed their probationary period.
- Employees receive full reimbursement of fees (**capped at the 2013 rate for BCGEU and the 2012 rate for PEA**) if they are required to maintain membership in one of the professional associations listed above.
- Employees receive reimbursement to a maximum of \$200 annually if they are required to maintain professional membership in an association other than one of those listed above.
- Fees that come due prior to the April 1, 2014 effective date can be reimbursed at the new rates provided that employees submit their receipts to the Employer on or after April 1, 2014. This applies to 2014 calendar year fees that come due between November 1, 2013 and March 31, 2014. If receipts are submitted prior to April 1, 2014, they will be paid at the old rates (i.e., the rates in the 2013 Approved Professional Fee Schedule); however, they can be resubmitted after April 1, 2014 to receive the difference between the old rate and the new rate.
- Please note that the GST portion of reimbursed fees paid must be reported separately. Please report the "Fees excluding GST", the "GST Amount", and the "Total Amount Reimbursed" in the appropriate spaces on the Reimbursement of Incidental Expenses Form.

Specific Criteria by Employee Group (see applicable Agreements/Terms and Conditions for specific language):

BCGEU: Employees must be regular and have completed their probationary period. Employees receive full reimbursement capped at the 2013 fee rate.

PEA: Employees must be regular and have completed their probationary period. Employees receive full reimbursement capped at the 2012 fee rate.

Nurses: Employees must be regular, full-time and have completed their initial probation period. Reimbursement will be pro-rated for regular, part-time employees.

Excluded Employees: Excluded employees receive professional dues reimbursement as per their bargaining unit counterparts. Accounting Managers who require their CA, CMA or CGA will receive full reimbursement (no cap applied).