

Memorandum of Agreement

between

**The Government of the Province of British Columbia
(represented by the BC Public Service Agency)**

and the

The Professional Employees' Association (PEA)

respecting

Vacation for Benefited Auxiliary Employees Upon Attaining Regular Status

In recognition and in the interests of auxiliary employee's commitment to longer term career opportunities in the Public Service, the Parties agree as follows.

1. Commencing January 1, 2008, a regular employee who:
 - a). has previously qualified for vacation leave as an auxiliary employee pursuant to Clause 35.10(c) of the Master Agreement (i.e. completed 1827 hours within a 15 month period), and, providing seniority has not been lost pursuant to Clause 35.09(a), (b) or (c),
 - b). subsequently attains regular status

will have their **vacation year** as outlined in Clause 21.01(a) increased by 1 (one). Except as noted in (2) below, this increase of vacation year will be effective in the vacation year immediately following the year in which the employee attains regular status.

2. For clarity, it is understood and agreed that no additional vacation entitlements/cost shall accrue prior to calendar year 2008 and any retroactive recognition prior to 2008 (for future vacation entitlement) applies only to current employees. In this regard, a current regular employee who met the criteria outlined in (a) and (b) above prior to the 2008 vacation year, will have their vacation year adjusted for the 2008 vacation year subject to the application procedures outlined in 3 below.

3. If an eligible employee has not received the Employer's confirmation that their vacation year is being adjusted by April 30, 2008, it is the employee's responsibility to apply to their BCPSA Client Services Office (or if BCPSA is not their Human Resource service provider, their Human Resource Office) prior to June 30, 2008. Applications received after June 30, 2008 will not be considered unless leave has prevented the employee from making application.

4. This Memorandum of Agreement shall terminate upon expiry of the 13th Master Agreement (March 31, 2010), unless renewed by mutual agreement between the Parties. If not renewed, employees who have had vacation year adjusted pursuant to this Agreement shall maintain the adjustment.

For the PEA

A handwritten signature in cursive script, appearing to read "J. Soran", written over a horizontal line.

For the BC Public Service Agency

A handwritten signature in cursive script, appearing to read "D. M. [unclear]", written over a horizontal line.

Dated this 7th day of January 2008