

LETTER

December 2, 2013

David Vipond  
B.C. Government and Service Employees' Union  
4911 Canada Way  
Burnaby, BC V5G 3W3

Dear Mr. Vipond:

**Re: Recruitment and Retention**

The parties agree that good compensation practices suggest that wage adjustment is a final resort for most employers that is used only when and if other recruitment and retention initiatives have been attempted. Put differently, adjusting wages is ordinarily an appropriate response only when a recruitment and retention issue is solely a wage issue. BCGEU representatives will have an opportunity to present their concerns regarding such recruitment and retention issues through meetings which will occur three times during the middle years of the collective agreement.

The meetings will be comprised of no more than two representatives from the Employer and no more than two representatives from the BCGEU. Each party will bear its own costs of participation in the committee.

Yours truly,



John Davison  
A/Assistant Deputy Minister