

LETTER OF UNDERSTANDING

Between

**THE BC MINISTRY OF FORESTS & RANGE, KAMLOOPS FIRE CENTRE AND THE PROVINCIAL
WILDFIRE COORDINATION CENTRE**

and

THE BC GOVERNMENT AND SERVICE EMPLOYEES' UNION

regarding

R9 AUXILIARY RECALL AND EXTENSION

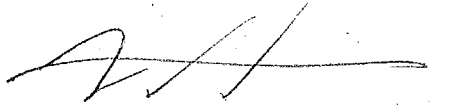
Appendix 1 of the Administrative Services Component Agreement stipulates that all auxiliary R9 Wildfire Management Branch employees are in the same seniority unit. The parties recognize that individual employees may desire flexibility on start and finish dates for their appointments to enable them to complete academic or other pursuits. The parties further recognize the Employer's requirement to maintain business continuity within each fire season. Accordingly, the parties agree to the following with respect to auxiliary R9 employees in Kamloops:

1. Prior to the start of the fire season, the Employer will advise all qualified auxiliary employees on the recall list of projected positions available at the Kamloops Fire Centre and the Provincial Wildfire Coordination Centre. This information will include estimated assignment start and finish dates (subject to potential extensions) as well as the location.
2. Once the Employer has made the information available as noted in number 1 above, the R9 auxiliary employees will have one week to indicate their preferences in priority order (i.e., first choice, second choice, third choice, etc.).
3. Once the auxiliary employees have made their preferences known, the Employer will make offers of employment in order of seniority (i.e., the senior employee will be offered his/her choice, then the second most senior employee will be offered his/her first choice if it has not already been taken by the more senior employee, etc.) to employees on the recall list who are qualified for the work.
4. Employees choosing to return to the same position title held in the previous fire season will be deemed qualified to perform the work. Employees stating a preference for a vacant R9 position in

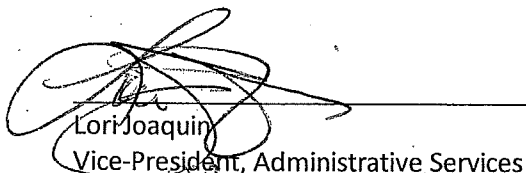
a different job stream (i.e., with a different position title) will be required to demonstrate that they are qualified to perform the work.

5. Once an R9 auxiliary employee has been offered and accepted recall to a specific position and location, the employee will only be available for work in the position and location chosen for the duration of that fire season, even if there is an extension for a lengthier time in a different position or location. In other words, appointment extensions will be offered to qualified employees in seniority order by *current position title and location*.
6. The R9 auxiliary employees will remain on one seniority list for the purposes of recall at the beginning of each fire season and will only be "locked into" a particular job stream and location for the fire season after they have been offered and accepted a position and a location. Therefore, an R9 may work in one position or location in one fire season and then work in a different position or location the next season, based on seniority and provided they are qualified to perform the work.
7. Unless renewed by both parties, this Agreement will expire December 31, 2019.

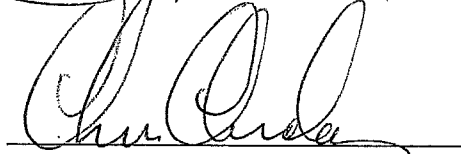
SIGNED ON BEHALF OF THE UNION



Frank N. Anderson
Staff Representative



Lori Joaquin
Vice-President, Administrative Services

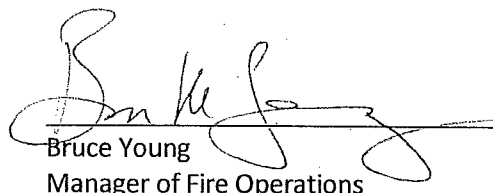


Chris Anderson
Regional Coordinator

SIGNED ON BEHALF OF THE EMPLOYER



Ian Meier
Director, Wildfire Management Branch



Bruce Young
Manager of Fire Operations



Kelly-Ann March
Senior Labour Relations Specialist

Dated: June 22, 2010

Renewed this 18th day of June, 2014.