

Memorandum of Agreement

Between

The Government of the Province of BC
(as represented by the BC Public Service Agency)

and

The B. C. Government & Service Employees' Union

Re: Health and Welfare Benefit Eligibility for BC Wildfire Service Seasonal Auxiliary Employees

In recognition of the unique working conditions faced by the seasonal auxiliary employees in the BC Wildfire Service, the parties agree to the following:

1. Effective September 1, 2016, the employer-paid benefit portion for benefits under Clause 31.9 of the Master Agreement will be extended to the last day of the month following the month the employee is laid off. If the employee takes another auxiliary appointment outside BC Wildfire Service subsequent to layoff, the extension of the employer-paid benefit portion will not apply.
2. Effective September 1, 2016, the current language "*Auxiliary employees qualified under (a) above shall be entitled to maintain coverage under such plans for a maximum period of six consecutive months immediately following the month in which the layoff occurs by paying the premium themselves*" as provided in Clause 31.9(c) of the Master Agreement will be replaced by "*Auxiliary employees qualified under (a) above shall be entitled to maintain coverage under such plans for a maximum period of six consecutive months immediately following the end of the month following their layoff date by paying the premium themselves*".
3. Effective January 1, 2017, Memorandum of Understanding 5 of the Environmental, Technical and Operational Component and Letter of Understanding 2 of the Administrative Services Component regarding Health and Welfare Benefit Eligibility shall no longer apply to BC Wildfire Service seasonal auxiliary employees.
4. Effective January 1, 2017, the current language: "*after working three consecutive years without loss of seniority and maintaining 1200 hours worked at the straight-time rate within the previous 26 pay periods*" as provided in Clause 31.9(1) will be replaced by "*after commencing the second consecutive year of employment with BC Wildfire Service without loss of seniority and maintaining 500 hours worked at the straight-time rate within the previous 26 pay periods*".

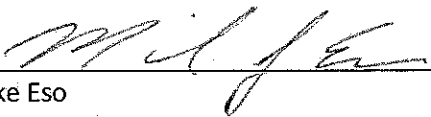
For clarity:

- The amended eligibility for benefits will not apply to employees required to meet established physical fitness standards until they have successfully passed the physical fitness test.
- This Memorandum of Agreement only applies to seasonal auxiliary employees of BC Wildfire Service, and applies to Wildfire employees covered by the SIH, Administrative Services and ETO Components. For all other auxiliary employees, the existing Master and Component language applies.

- Employees who are hired by other ministries or branches subsequent to their layoff date from BC Wildfire Service will have their benefit hours applied to eligibility for benefits applicable to that auxiliary position, but will not maintain benefits that apply only to employees of BC Wildfire Service. Upon recall to BC Wildfire Service, benefits will apply as though they had been laid off following the fire season.

This memorandum of agreement shall terminate upon expiry of the 17th Master Agreement unless renewed by mutual agreement by the parties.


Signed on behalf of the BC Government and
Employees' Services Union



Mike Eso
BCGEU Regional Coordinator

Signed this 16 day of September, 2016.

Signed on behalf of the BC Public Service Agency



Alyson Blackstock
Executive Director, BC Public Service Agency

Signed this 16 day of September, 2016.