

**MEMORANDUM OF AGREEMENT**

**BETWEEN**

**CAMOSUN COLLEGE**  
**(the "Employer")**

**AND**

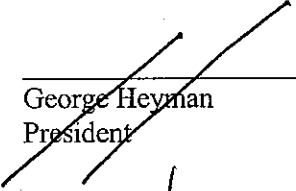
**THE BC GOVERNMENT AND SERVICE EMPLOYEES' UNION**  
**(the "Union")**

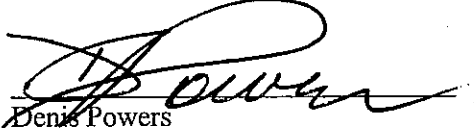
The Parties agree to recommend for ratification to their respective principals the attached amendments to the 2004 – 2007 Collective Agreement to form the 2007 – 2010 Collective Agreement. Unless otherwise agreed to be amended or deleted, all Clauses in the 2004 -- 2007 Agreement will remain unchanged.

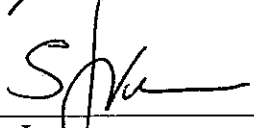
The Parties agree to amend Articles 4.1, 30 and Salary Scale Appendix. Amendments will be effective April 1, 2007, unless otherwise specified. The Parties agree to delete Letter of Agreement #4 as attached.

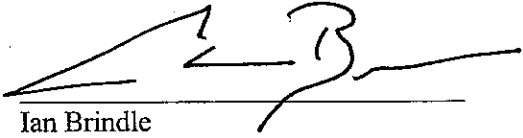
**SIGNED BY THE UNION:**

**SIGNED BY THE EMPLOYER:**

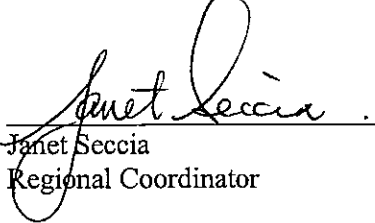
  
\_\_\_\_\_  
George Heyman  
President

  
\_\_\_\_\_  
Denis Powers  
Executive Director, Human Resources

  
\_\_\_\_\_  
Steve Iverson  
Bargaining Unit Chairperson

  
\_\_\_\_\_  
Ian Brindle  
Manager, Employee Relations & Legal Services

  
\_\_\_\_\_  
Albert Van Akker  
Bargaining Committee Member

  
\_\_\_\_\_  
Janet Seccia  
Regional Coordinator

Dated: March 5, 2007

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**BETWEEN**

**CAMOSUN COLLEGE**  
**(the "Employer")**

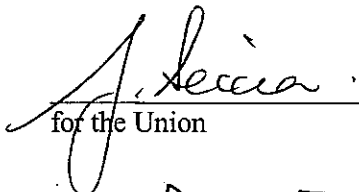
**AND**

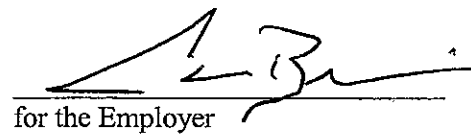
**THE BC GOVERNMENT AND SERVICE EMPLOYEES' UNION**  
**(the "Union")**

**Re: Article 30 – Term of Agreement**

Amend dates as follows: April 1, 2007 to March 31, 2010.

The rest of the Article remains unchanged.

  
\_\_\_\_\_  
for the Union

  
\_\_\_\_\_  
for the Employer

Dated: March 5, 2007

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**BETWEEN**

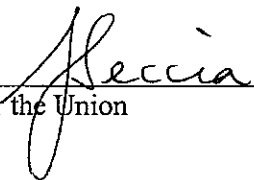
**CAMOSUN COLLEGE**  
(the "Employer")

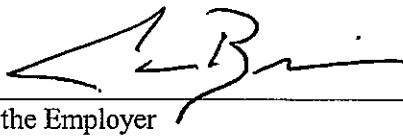
**AND**

**THE BC GOVERNMENT AND SERVICE EMPLOYEES' UNION**  
(the "Union")

**Re: Salary Adjustments**

The Parties agree that the appropriate salary adjustments, as per the Sectoral Agreement, will be reflected in the appropriate Local Agreement Appendix.

  
\_\_\_\_\_  
for the Union

  
\_\_\_\_\_  
for the Employer

Dated: March 5, 2007

# MEMORANDUM OF AGREEMENT

BETWEEN

CAMOSUN COLLEGE  
(the "Employer")

AND

THE BC GOVERNMENT AND SERVICE EMPLOYEES' UNION  
(the "Union")

Re: Article 4 – Placement on Scale

## 4.1 Initial Placement

Initial placement on the salary scale shall be based on qualifications and advanced in recognition of work and teaching experience:

### (a) Qualifications

- (1) For an employee holding a degree from a recognized university at the Bachelor's level, or a combination of university, college, or other training deemed to be equivalent and relevant to his/her field of expertise initial placement will be Step 11 with a maximum placement of Step 6.
- (2) For an employee holding a master's degree; equivalent professional certification; journeyman's certificate; or professional qualifications such as a registered nurse, which is directly relevant to the discipline area in which the employee will teach initial placement will be Step 10 with a maximum placement of Step 3.

### (b) Application Principles

- (1) Employees who have a maximum placement of Step 3 shall progress from Step 3 to Step 2A on their increment date.
- (2) Employees who qualify for advanced placement under Article 5.1 or Article 4.1(d) while at, or prior to reaching, Step 3 of the new scale shall progress from Step 3 to Step 2 and then to Step 1.
- (3) Employees who qualify for advanced placement under Article 5.1 while at Step 2A of the new scale shall progress from Step 2A to Step 2 and then to Step 1.
- (4) Employees who reach Step 2 on the new salary scale shall progress to Step 1 on their increment date.

### (c) Recognition for Work and Teaching Experience

For initial placement on scale the following experience shall be recognized by granting one (1) increment on the basic scale for:

- (1) Each year of teaching or relevant work experience in a college, technical institute or vocational school.

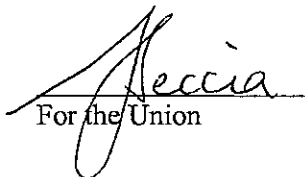
- (2) Each year of teaching or relevant work experience in a secondary school or university to a maximum of eight (8) years (8 steps).
- (3) Two (2) years of relevant work experience in other than a college-type setting, for experience beyond that required to qualify for initial placement, to a maximum of ten (10) years (5 steps). (For initial placement in the School of Trades and Technology all other qualifications being equal, preference will be given to applicants who have supervisory work experience after receiving journeyman or equivalent certification.)

**(d) Recognition of Additional Education**

Additional education, beyond the study leading to the degree or certification credited to meet the minimum requirements in Clause 4.1(a), will advance both initial and maximum placement by one (1) step for each of the following, but not beyond step 2:

- (1) The completion of an additional relevant degree at the bachelor's level or the master's level at a recognized university;
- (2) Successful completion of one (1) year of relevant advanced study beyond any degrees or completion of professional certification equivalent to a year of relevant advanced study;
- (3) The completion of an I.D., V.I.C., teaching certificate, or the equivalent of at least one (1) year of professional education courses whether taken for credit or not.

Further increments will not be awarded under Article 5, Clause 5.1 for a single program of study.

  
\_\_\_\_\_  
For the Union

  
\_\_\_\_\_  
for the Employer

Dated: March 5, 2007

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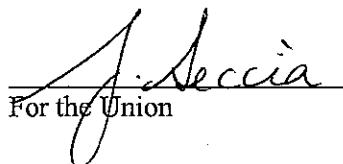
**CAMOSUN COLLEGE**  
**(the "Employer")**


**AND**

**THE BC GOVERNMENT AND SERVICE EMPLOYEES' UNION**  
**(the "Union")**

**Re: Letter of Understanding #4**

Letter of Understanding deleted.

  
\_\_\_\_\_  
For the Union

  
\_\_\_\_\_  
for the Employer

Dated: March 5, 2007