

MEMORANDUM OF AGREEMENT

BETWEEN

KWANTLEN UNIVERSITY COLLEGE

-and-

BCGEU

The parties agree to recommend to their respective principals, the following amendments to the Collective Agreement:

1. All previously agreed to items.
2. Outstanding items as attached.
3. Expiry date of June 30, 2006.
4. Employees employed as of the date of ratification, and who would normally have access to Training Accord funds, shall receive a signing bonus of 2% of gross 2004 earnings to a maximum of \$1,000.00. The signing bonus shall be paid from funds accrued in accordance with the Training Accord.
5. Wages
 - (a) Effective April 1, 2005, employees shall receive a 2% wage increase. That increase will be offset by the following:
 - (i) One percent training Accord funding shall be permanently rolled into pay scales.
 - (ii) New hires will have first wage increment increased from six months to one year.
 - (iii) Amend entitlement of Rate of Pay on Promotion or Reclassification to one step or minimum of new range, whichever is greater.
 - (iv) Elimination of article 22.3 fund of \$7.50 per employee
 - (v) Elimination of weekend premiums for new employees hired after date of ratification.
 - (vi) EI Rebate to be used to reduce benefit costs
 - (b) Effective July 1, 2005, employees shall receive a wage increase of 1.5% or an increase equal to the increase in the total compensation negotiated in the BCGEU Master Agreement for the period April 1, 2006 to March 31, 2007, whichever is greater.

6. Effective April 1, 2005 a Supplemental Employment Benefit Plan shall be implemented as attached.
7. Effective April 1, 2005, employees will be reimbursed a total of \$75.00 every two years for vision exams.
8. The following items will be dealt with through a mediation-arbitration by Mark Brown:

Vacation Preference
Benefit Coverage During Leave of Absence
Standard Workday
Cooperative Students Letter of Understanding

Signed on behalf of:

Kwantlen University College

BCGEU

Dated this day of February, 2005.