

**MEMORANDUM OF AGREEMENT
BETWEEN
THE JUSTICE INSTITUTE OF B.C.
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. Expiry date of June 30, 2006
3. Employees employed as of the date of ratification shall receive a signing bonus of 3.18 % of gross 2004 earnings. The signing bonus shall be paid from funds accrued in accordance with the Training Accord.
4. Wages
 - a. Effective April 1, 2005, employees shall receive a 2% wage increase, which will be offset by:
 - (i) the 1% Training Accord funding shall be permanently rolled into pay scales.
 - (ii) 2.10 (b)(1), reduce the number of employees on the Union bargaining committee from 5 to 3.
 - (iii) 2.10(b)(2) and 29.1, reduce the number of Union representatives on the Labour Management Committee from 4 to 3.
 - (iv) 20.10 reduce the amount of time off to vote in a federal election from 4 hours to 3 hours
 - (v) 16.3 reduce overtime increments from 30 minutes to 15 minutes
 - (vi) Pension - registration in the pension plan will be restricted to employees who have completed probation
 - (vii) Harassment - the process has changed from an external investigation/ resolution process to one that encompasses internal investigation and an option for mediation
 - 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.
5. Effective April 1, 2005 the Supplemental Employment Benefit will be increased to 37 weeks for parental leave.
6. Effective the first day of the month following ratification the per visit maximum will be increased from \$10.00 to \$15.00 for massage, physiotherapy with an annual limit of \$250.00 each, and per visit will increase from \$10.00 to \$15.00 for chiropractic and naturopath, with an annual limit of \$200.00 each.
7. Effective April 1, 2005 increase Occupational First Aid Allowance as follows:
Level 3 - \$51.00 bi-weekly or \$110.50 per month

Level 2 - \$39.00 bi-weekly or \$84.50 per month.

8. Effective April 1, 2005, increase the hourly rate in lieu of benefits from 53 cents per hour to a maximum of \$37.10 per pay period to 60 cents per hour to a maximum of \$42.00 per pay period.

Dated this 4th day of May, 2005 and signed on behalf of:

Justice Institute of BC

BCGEU

James C. Ross

[Signature]

[Signature]

Paulo Pina

Kim Hume

[Signature]

[Signature]