MEMORANDUM OF AGREEMENT

Between:

GOVERNMENT OF BRITISH COLUMBIA
as represented by the BC PUBLIC SERVICE AGENCY

("Employer")

And:

BC GENERAL EMPLOYEES' UNION

("Union")

Re: FLNRO Classification appeals at the joint Technical Working Committee

1. The parties agree to completion of the FLNRO Classification Review Project (CRP) Joint Technical working committee effective the signing of this MOA.
2. Based on the merits of the individual cases, the employer agrees to the reclassifications in Table A **(156 position reclassifications for a total of 451 current and former employee reclassifications)** on a without prejudice basis.
3. The effective date for reclassifications in 2. shall be as per the MOU CRP (July 6, 2017) in which the parties agreed to a common effective date of April 1, 2011.
4. The parties agree to the classification outcomes in Table B, where there is no change to classifications.
5. No classifications will be downwardly impacted because of this review.
6. The Employer will provide the union with a full PSJEP rating list for documentation purposes.
7. The Union agrees to a classification appeal moratorium for 1 year from the signing of this MOA for all positions listed in Table A and B (the moratorium will not apply if it is demonstrated a significant change has occurred to the duties and responsibilities of the job).
8. The parties agree that the Terms of Reference for the CRP Joint Technical Committee, dated August 31, 2017, is considered expired because of this MOA.
9. The parties agree that all classification decisions are considered final and binding.

Table A - FLNRO CRP Joint Technical Working Committee Final outcomes

Division	Job Title	Appellant/Case Name	Current Classification level	Final Outcome	Position total	Current and Former employee incumbents Reclassification estimate
BCWS	Operations Assistant *	[redacted]	Originally OA7 OA9 as per last collective agreement	Clerk 9	**36 positions**	**42 employees**
BCWS	Dispatcher**	[redacted]	Clerk 9	Clerk 11	**23 positions**	**200 employees**
BCWS	Dispatch Lead[1]	N/A	Clerk 11	Clerk 15	**9 positions**	**10 employees**
BCWS	Dispatch Supervisor	[redacted]	Clerk 15	AO 18	**7 positions**	**7 employees**
RO	Contract Manager	[redacted]	Clerk 11	AO 15	**1 position**	**2 employees**
IROD	Recreation Technician	[redacted]	STO 18 (RES)	STO 21(RES)	**26 positions**	**87 employees**
IROD	District Recreation Officer	[redacted]	STO 24 (RES)	STO 27 (RES)	**16 positions**	**49 employees**
IROD	Senior Engineering Specialist	[redacted]	STO 24	STO 27	**2 positions**	**2 employees**
RO	Engineering Officer Regional Ops	[redacted]	STO 24	STO 27	**24 positions**	**40 employees**
BCTS	BCTS Engineering Specialist	[redacted]	STO 24	STO 27	**12 positions**	**12 employees**
				Totals	**156 position Reclassifications**	**451 employee reclassifications**

[1] The Dispatch Lead is not a formal FLNRO CRP appeal, however, will be reclassified as per Table A, above with an effective date of April 1, 2019.

Table B - FLNRO CRP Joint Technical Working Committee Final outcomes

Division	Job Title	Appellant/Case Name	Current Classification level	Final Outcome
BCWS	Communications Officer	[redacted]	CO 21	CO 21
BCWC	Communications Assistant	[redacted]	CO14	CO 15
BCWS	Fire Crew Leader - Initial Attack and Unit Leader ***	[redacted]	STO 13	STO 13
BCWS	Safety and Staff Development Officer	[redacted]	STO 21	STO 21
BCWS	Wildfire Records Clerk	[redacted]	Clerk 9	Clerk 9
BCWS	Wildfire Services Clerk	[redacted]	Clerk 9	Clerk 9
CID	Policy Analyst (CID)	[redacted]	AO 24	AO 24
IIT	IMIS Administrator (CSNR-IMB)	[redacted]	Clerk 14	Clerk 15
RO	Area Residue, Waste and Export Specialist	[redacted]	STO 21	STO 21
RO	Authorizations Specialist	[redacted]	STO 24	STO 24
RO	Engineering Technician Reg Ops	[redacted]	STO 21	STO 21
BCTS	Engineering Technologist/Technician	[redacted]	STO 21	STO 21
RO	GIS Analyst FCBC	[redacted]	STO 21	STO 21
RO	Land and Resource Coordinator	[redacted]	STO 24	STO 24
RO	Land and Resource Specialist	[redacted]	STO 27	STO 27
RO	Natural Resource Specialist	[redacted]	STO 21	STO 21
RO	Records Clerk	[redacted]	Clerk 9	Clerk 9
RO	Regional Scaling and Billing Officer	[redacted]	AO 24	AO 24
RO	Regional Scaling Specialist – Coast	[redacted]	TEO 21	TEO 21
RO	District Scaling Specialist - North	[redacted]	TEO 21	TEO 21
RO	Resource and Contract Administrator ****	[redacted]	Clerk 11	Clerk 11
RO	Resource Information Technician	[redacted]	STO 15	STO 15
RO	Resource Specialist – Revenue	[redacted]	STO 21	STO 21
RO	Revenue Technician	[redacted]	STO 18	STO 18

RO	Scaling and Waste Specialist	[redacted]	TEO 18	TEO 18
RO	Senior Project Manager	[redacted]	STO 27	STO 27
RO	Stewardship Technician	[redacted]	STO 18	STO 18
RO	Tenures and Billing Administrator ****	[redacted]	Clerk 11	Clerk 11
RO	Water Information Technician	[redacted]	STO 15	STO 15
TOPFN	BCTS Forest/Resource Technologist	[redacted]	STO 18	STO 18
TOPFN	Operations Technologist	[redacted]	STO 21	STO 21

* Operations Assistant will receive retro from April 1, 2011 until March 31, 2020 when the position became Office Assistant 9 due to a grid adjustment.
** Dispatcher will receive move from Clerk 11 to Clerk 12 due to a grid adjustment, effective April 1, 2022.
*** Fire Crew Leaders will move from STO 13 to STO 15 due to a grid adjustment, effective April 1, 2022.
**** Resource and Contract Administrators and Tenures and Billing Administrators will move from Clerk 11 to Clerk 12 due to a grid adjustment, effective April 1, 2022.