

Memorandum of Agreement
Between
Government of the Province of BC (PSA)
And
B C Government and Service Employees' Union (BCGEU)
Re: Staffing the Beijing Olympics BC/Canada Pavilion Project

Employees selected to work in Beijing, China on the BC/Canada Pavilion Project who are members of the BCGEU will maintain their membership in the BCGEU and be covered by reasonably relevant clauses in the 14th Master and the applicable 14th Component Agreement, with the following exceptions:

Article 14 – Hours of Work;
Article 15 – Shift Work;
Article 16 – Overtime; and
All corresponding articles in the relevant Component Agreement.

In lieu of these articles employees will work flex work schedules which average 35 hours per week over the entire duration of assignment in Beijing. Work in excess of the averaging period will be banked at straight time rates as earned time off (ETO) and taken in accordance with the terms of the employee's Component Agreement, after the conclusion of their assignment in China.

Article 17 Paid Holidays and Article 20 - Special and Other Leave, is suspended for the duration of the assignment. It is acknowledged that should a serious personal incident occur the situation will be dealt with on an individual basis.

Additionally vacation scheduling is not available during the assignment. Upon the completion of the assignment in Beijing, employees may request vacation before returning to Canada. Such requests must be approved by the Manager and Ministry where the employee normally works.

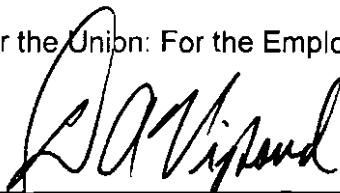
Travel time to Beijing will be credited as two - seven hours days of work; travel time from Beijing will be credited as one – seven hour day of work.

Accommodation will be supplied by the employer at the Lee Garden apartment and may be a shared 1 or 2 bedroom apartment with a kitchenette.

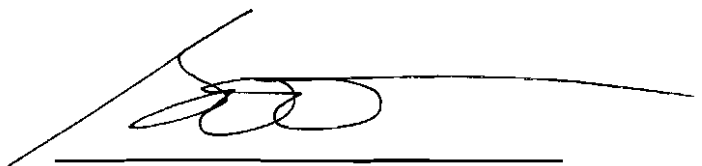
While employees accepting this assignment will not be on travel status; a per diem allowance of \$34.50 will be paid for each calendar day employees are in Beijing.

Assignments will be for a minimum of six weeks but will not exceed 12 weeks in duration.

For the Union: For the Employer:



David Vipond, Director



Greg Wood, Director