

**MEMORANDUM OF AGREEMENT**  
**between**  
**THE GOVERNMENT OF THE PROVINCE OF BRITISH COLUMBIA**  
**as represented by**  
**B.C. PUBLIC SERVICE AGENCY (PSA)**  
**and**  
**THE B.C. GENERAL EMPLOYEES' UNION (BCGEU)**

**AGREED TO LIST OF ARBITRATORS**

The following represents the agreement reached between the Government of the Province of British Columbia represented by the Public Service Agency and the B.C. General Employees' Union respecting an Agreed to List of arbitrators pursuant to Main Agreement Article 9:

<b>Group One</b>	<b>Group Two</b>
John Hall	Michael Fleming
Vince Ready	John McConchie (mediation only)
Chris Sullivan	Julie Nichols
Jim Dorsey	Arne Peltz
Corinn Bell	Marli Rusen
Judi Korbin	Robert Pekeles
Mark Brown	Wayne Moore
Ken Saunders	Amanda Rogers
	Koml Kandola
	Randy Noonan
	Alison Matacheskie
	Jacque de Aguayo
	Tonie Beherrell

The arbitrator's list will be maintained with gender equity as a guiding principle. Understanding respecting the agreed to list of arbitrators:

1. Any matter assigned to a Group 2 arbitrator may be assigned to a Group 1 arbitrator within 14 days of the appointment at the unilateral discretion of either party. The parties agree to restrict the exercising of this right to interpretive disputes.
2. Either party may delete a Group 2 arbitrator following the arbitrator issuing their second award but prior to them issuing their fourth award. Confirmation of this decision must be conveyed to other party in writing.

A Group 2 arbitrator must hear and publish three awards (arbitration matters between PSA and the BCGEU) before being eligible for inclusion in Group 1. Final inclusion in Group 1 is by expressed agreement of the parties.

**Assignment of Arbitrators**

The parties will arrange the names of arbitrators in alphabetical order from Groups 1 and 2, and will assign arbitrators to grievances on a rotational basis as the grievances are filed at as outlined in the attached arbitration process.

The arbitrator will not be notified of the assignment at this time except as outlined below. Expedited arbitrations will be heard pursuant to the MOU regarding that procedure except if the grievance is later filed to formal arbitration.

Should either party wish to have the grievance set down for a hearing, the parties shall initially discuss the case subject to causing undue delay. If no resolution is likely, the parties are to discuss and agree upon the venue, length of hearing and then appoint the arbitrator. Should the parties, following discussion, be unable to agree upon the venue and/or length of the hearing either party may appoint the arbitrator and the arbitrator will assist the parties in an attempt to resolve the issue of venue, length of hearing and dates. Failing agreement by the parties, the arbitrator shall determine the venue and set dates.

Should the assigned arbitrator not be available consistent with the terms of the collective agreement, either party may request the assignment of the next arbitrator into rotation or alternatively, the parties may agree upon an arbitrator.

### **Policy Grievances**

Where both parties agree that a policy grievance will be heard by a single arbitrator, appointment of the arbitrator shall be done by the parties. In this regard, the parties may select any arbitrator from the list by mutual agreement. Prior to an arbitrator's appointment, the party initiating the appointment shall provide the other party with written notice of their intention to do so.

This agreement shall remain in full force and effect for the period of the 198th Main Agreement and will continue in effect until a new or amended agreement is reached.

### **Expedited Arbitrators:**

Island	Judi Korbin (Chris Sullivan when Korbin unavailable)
Lower Mainland	Vince Ready (Chris Sullivan when Ready unavailable)
Southern Interior	Chris Sullivan/Robert Pekeles (alternating)
Northern Interior	Robert Pekeles

**Hours of Work Umpire:** Chris Sullivan

**Hours of Work Arbitrator:** Agree on case by case basis from agreed to list

### **ARBITRATION PROCESS**

- Union offices filing grievances at arbitration will scan and email, along with the normal correspondence, to the PSA Registrar ([john.herbert@gov.bc.ca](mailto:john.herbert@gov.bc.ca)) and copied to the BCGEU Registrar ([bcgeu.registrar@bcgeu.ca](mailto:bcgeu.registrar@bcgeu.ca)).

- Each Friday (for files submitted before noon that day), after confirming the first arbitrator on the list with the BCGEU Registrar, the PSA Registrar will assign a reference number (Arb#) and an arbitrator, in rotation, from the agreed-to list, as attached. This information is emailed to the BCGEU Registrar (Karla Hayes) Friday afternoon.
- Prior to the assignment of arbitrators each Friday, grievances will be "batched" in alphabetical order/grievor surname. Where more than one grievance involving the same grievor has been submitted, arbitrator assignment will be in chronological order based on the time notice was received by the PSA Registrar. Where two grievors have the same surname, alphabetical order will be based on the first name.
- Where a grievance filed by the Employer is submitted to arbitration, the PSA Registrar will be notified in writing (with a copy to the BCGEU Registrar) and the grievance will be included in the normal Friday reference number/arbitrator assignments noted above.

#### **PSA/BCGEU AGREED TO LIST OF ARBITRATORS**

- Corinn Bell
- Mark Brown
- Jim Dorsey
- Michael Fleming
- John Hall
- Judi Korbin
- John Mcconchie (mediation only)
- Wayne Moore
- Julie Nichols
- Robert Pekeles
- Arne Peltz
- Vince Ready
- Marli Rusen
- Ken Saunders
- Chris Sullivan
- Amanda Rogers
- Koml Kandola
- Randy Noonan
- Alison Matacheskie
- Jacquie de Aguayo
- Tonie Beherrell

**Classification Referee:** Formal: Julie Nichols  
Vicki Averill

PSJEP Pilot Project Joint Committee: Chair Robert Pekeles  
Clause 1.7 Adjudicator: Agree on a case by case basis from agreed to list

Clause 1.8 Adjudicator:  
Clause 1.10 Panel Chair:

Agree on a case by case basis from agreed to list  
Chris Sullivan

Signed on behalf of the BCGEU:

Signed on behalf of the BCPSA:

---

Mike Eso  
Regional Coordinator

---

Alyson Blackstock  
Assistant Deputy Minister