

MEMORANDUM OF AGREEMENT #5  
REVISED AUXILIARY WAGE APPENDIX

Between:

(AIM Roads Inc.), Service Area 013  
('the Employer')

And:

BRITISH COLUMBIA GOVERNMENT AND SERVICE EMPLOYEES UNION  
('the Union')

KNOWN AS ('the parties')

The purpose of this Memorandum of Understanding is to address the parties understanding and agreement in relation to newly hired Auxiliary Employees graduated (training) rates found within Appendix 2 Hourly Wage Rates in the current collective agreement.

Effective upon signing:

- (a) Any reference to newly hired Auxiliary Employee graduated (training) rates found within Appendix 2 of the current collective agreement will be suspended for the duration of the current collective agreement.
- (b) The current collective agreement Re-Opener as per Memorandum of Understanding #10 shall be (April 1, 2023) the anniversary of the fourth year of the eight-year collective agreement.
- (c) Memorandum of Understanding #10 will be amended to include newly hired Auxiliary Employee rates contained within Appendix 2 to allow negotiations of the graduated (training) rates for Auxiliary Employees within Appendix 1 during the period of the Re-Opener.
- (d) The suspension of newly hired Auxiliary graduated (training) rates found within Appendix 2 will remain suspended throughout the Re-Opener process and negotiations. In addition, the suspension of newly hired Auxiliary graduated (training) rates found within Appendix 2 will remain suspended through any mediation of unresolved issues as a result of Re-Opener negotiations.
- (e) Terms of this MOU do not apply to Auxiliary Journeyman Apprentices

The following exception to the above will apply:

- a) Newly hired Auxiliary employees shall receive 90% of the regular wage for the duration of the probationary period. On successful completion of probation they will immediately advance to the full wage for the position to which they have been hired. Exceptions do not apply to Auxiliary Journeyman Apprenticeship Rates of Pay.
- b) Auxiliary employees who passed probation prior to agreement and still working through training rate progressions will immediately be progressed to 100% pay rate.

Signed this 15th day of March, 2021

For the Employer: \_\_\_\_\_  \_\_\_\_\_

For the Union:

A handwritten signature in dark ink, consisting of several overlapping loops and a final vertical stroke, positioned above a horizontal line.

---