

MEMORANDUM OF AGREEMENT

LETTER OF UNDERSTANDING #2

Re: STUDENT ASSISTANTS

For the purposes of this Letter of Understanding the term “student” shall be defined as an individual enrolled in one or more credit courses at Douglas College or other accredited public post-secondary institution in British Columbia.

1. Students hired to carry out the principal duties of a job covered by an existing classification specification shall be classified accordingly and paid according to the rate established for that position.

Student Assistant I

2. Students hired to carry out the principal duties for a job not normally covered by an existing classification specification in the bargaining unit shall be classified and paid according to the following wages/benefits:

(i)

	July 1, 2006	July 1, 2007	July 1, 2008	July 1, 2009
*Base Rate	\$8.17	\$8.34	\$8.52	\$8.70

*Per hour or minimum wage, whichever is greater

(ii) Health & Welfareforty-seven cents (47¢) per hour;

(iii) Vacationat four percent (4%) of regular earnings.

Student Assistant II

3. Students hired as Peer Tutors, Access Aides and students employed for fixed-term special projects shall be classified and paid according to the following wages/benefits:

(i)

	July 1, 2006	July 1, 2007	July 1, 2008	July 1, 2009
*Base Rate	\$10.21	\$10.42	\$10.64	\$10.87

*Per hour or minimum wage, whichever is greater

(ii) Health & Welfareforty-seven cents (47¢) per hour;

(iii) Vacationat four percent (4%) of regular earnings.

4. In the event there is a dispute as to whether an employee hired under this program should be classified in accordance with Points 1 or 2 preceding, the dispute shall be dealt with through the grievance procedure in the Collective Agreement.

5. The Parties agree that individuals employed and paid as per this Agreement will be considered auxiliary employees and receive the appropriate benefits as per the Collective Agreement but not be subject to or affected by any layoff and recall provisions in the Collective Agreement. Auxiliary employees hired as Student Assistants shall be considered discharged for just cause upon completion of the term of employment and shall not retain seniority.

6. All Student Assistant employees are exempt from the Articles set out in Clause 33.5. In addition, Student Assistant II employees are exempt from Article 16 – Shift Work.

7. The provisions of Article 15.1(a) shall apply to Student Assistants with the exception that Student Assistants can be scheduled to work on both Saturday and Sunday.

8. The standard hours of work for Student Assistants will be no more than fifteen (15) hours per week. A student must be enrolled in **one (1)** or more courses to be covered by this Agreement. Overtime compensation as outlined in Article 17 shall apply to Student Assistants for time worked in excess of a seven (7) hour day.

9. This Agreement shall form part of the Collective Agreement between the B.C. Government and Service Employees' Union and Douglas College.

SIGNED this _____ day of May, 2008.

For the BCGEU

For Douglas College

