



Where ideas work

November 1, 2012

CLIFF #5187

Mr. David Vipond  
Director, Negotiations  
B.C. Government and Service Employees' Union  
4911 Canada Way  
Burnaby, BC V5G 3W3

Dear Mr. Vipond:

**Re: Ratification of the 16<sup>th</sup> Master Agreement**

Thank you for your letter of October 31<sup>st</sup> regarding the ratification of the 16<sup>th</sup> Master Agreement.

Although I appreciate that you have concerns about the tentative settlement we recently reached with the PEA, I wish to inform you that the Employer will not amend the tentative agreement that was negotiated between the Province and the BCGEU on September 27, 2012.

We acknowledge that the agreement that we reached with the PEA contains higher professional fee reimbursement rates than your agreement, but it is important to note that the BCGEU made other gains in this round of bargaining that the PEA did not. This is a normal occurrence when an Employer negotiates separate collective agreements with more than one bargaining unit.

It is the Employer's view that the BCGEU has a legal obligation to conclude the ratification vote that is scheduled to be completed on November 5, 2012.

Sincerely,

A handwritten signature in black ink, appearing to read "A.O. Phipps".

Bert Phipps  
Assistant Deputy Minister