

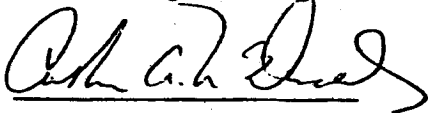
**MEMORANDUM OF AGREEMENT  
BETWEEN  
NORTHERN LIGHTS COLLEGE  
-and-  
BCGEU**

The parties agree to recommend to their respective principals, the following amendments to the Collective Agreement:

1. All previously agreed to items.
2. Expiry date of June 30, 2006.
3. Employees employed as of the date of ratification, and who would normally have access to Training Accord funds, shall receive a signing bonus of 2.75% of gross 2004 earnings to a maximum of \$1,000.00 . The signing bonus shall be paid from funds accrued in accordance with the Training Accord.
4. Wages
  - (a) Effective April 1, 2005, employees shall receive a 2% wage increase, which will be offset by:
    - (i) the 1% Training Accord funding shall be permanently rolled into pay scales.
    - (ii) Effective the date of ratification, all new hires shall be paid at 97% of the base rate for 12 months. This does not result in an increase in the probation period.
    - (iii) Delete Article 14.06.3
  - (b) Effective July 1, 2005, employees shall receive a wage increase of 1.5% or an increase equal to the increase in the total compensation negotiated in the BCGEU Master Agreement for the period April 1, 2006 to March 31, 2007, whichever is greater.
5. Effective April 1, 2005 a Supplemental Employment Benefit Plan shall be implemented.
6. Effective April 1, 2005, employees shall be reimbursed a total of \$75.00 every 2 years for vision exams.

Dated this 25<sup>th</sup> day of February, 2005 and Signed on behalf of:

Northern Lights College



BCGEU

