

**LETTER OF UNDERSTANDING #4(1)**  
**Re: Memorandum of Agreement #1 (Re: Local Issues)**

*between*  
*Community Social Services Employers' Association*  
*(CSSEA) and*  
*B.C. Government and Service Employees' Union*  
*(BCGEU)*

**Summer Student Protocol**

CSSEA and the BCGEU agree that summer student work experience programs ("Summer Student Programs") benefit the Sector as they encourage increased student interest in future employment in this sector and provide students with a greater understanding of the services provided in this sector.

Accordingly, CSSEA and the BCGEU agree to a process for Summer Student Programs which includes the following terms:

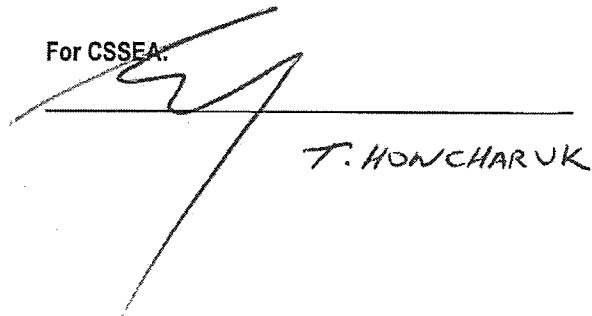
- 1) Within 30 days of the date of this Agreement, the BCGEU agrees to appoint a staff person who shall act as its designated representative for the Summer Student Programs ("Designated Representative") who shall be responsible for approving applications for Summer Student Programs. The name of the Designated Representative will be provided in writing.
- 2) When an Employer intends to apply for the Summer Student Program, the Employer shall, within 10 days, inform the Designated Representative and CSSEA of its intention to do so and provide the details of the prospective arrangement including the application deadline. The Designated Representative shall, at least 10 days prior to the application deadline, complete and/or provide the necessary documentation confirming its agreement to the application; it is understood that some details of the arrangement (e.g. wage rates) must be approved by both parties. If and when the Employer receives confirmation that its application has been accepted, the Employer shall within 10 days notify the Designated Representative and CSSEA the application has been accepted.
- 3) The BCGEU and CSSEA agree that the summer students are considered supernumerary and further agree that students will not be assigned any work normally done by bargaining unit employees, and will not result in the loss of any regular bargaining unit positions.
- 4) Any dispute unresolved between the parties respecting the process applying to Summer Student Programs shall be adjudicated by Wayne Moore.
- 5) It is agreed that this process will not supersede or interfere with current Local Issues Agreements covering Summer Student Programs [MOA #1; 1(9)], Special Project Employees [MOA #1, 1(6)], or School based or Seasonal Program Employees [MOA #1; (1)(5)].
- 6) It is agreed that upon the expiry of the 2014-2019 Collective Agreement, the foregoing process will be incorporated into and will supersede any existing Local Issue Agreements between CSSEA employers and the BCGEU covering Summer Student Programs.

For CSSBA:

  
S. PONTRELLA

Dated April 7, 2016

For CSSEA:

  
T. HONCHARUK