

WITHOUT PREJUDICE

MEMORANDUM OF AGREEMENT

between

Health Services & Support Community Subsector

Association of Bargaining Agents

and

Health Employers Association of British Columbia

Re: Article 27.5 - CHW1 to CHW2 Promotion Variance (2006 to 2010)

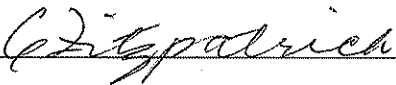
The Parties agree to amend Article 27.5 - Promotions only in respect of the following:

"A regular CHW 1 who has worked CHW2 hours would, upon promotion to a CHW2 position, retain the CHW2 grid step the employee received while doing CHW2 work as a regular CHW1".

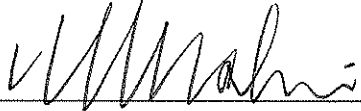
This provision becomes effective on the date the Parties sign this Memorandum.

This provision is void at the expiration of the current Collective Agreement.

Signed on Behalf of the Association:



Signed on Behalf of HEABC:



Date: June 24/08