

MEMORANDUM OF AGREEMENT

between

**Health Services & Support Community Subsector
Association of Bargaining Agents**

and

Health Employers Association of British Columbia

Re: 11th BCGEU Master Agreement (2006 to 2010)

It is agreed that the following provisions of the 11th BCGEU Master Agreement shall be maintained:

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| Definitions | (31) Travel Status (change government business to employer business) |
| Article 2 | Union Recognition and Rights 2.11 Union Meetings |
| Article 11 | Seniority 11.4 Re-employment (for employees on staff as of the date of ratification of the 1998 to 2001 CSA only – November 2, 1998) |
| Article 12 | Service Career Policy 12.7(a) & (b) Transfers Without Posting |
| Article 15 | Shift Work 15.1 Definition of Shifts and Shift Premiums 15.2 Shift Premium Entitlement |
| Article 16 | Overtime 16.5 Sharing of Overtime 16.6(b) Statutory Holiday Pay 16.6(c) Travel Status 16.6(d) Method of Compensation 16.7 Overtime Meal Allowance 16.11 Call-Out Provisions |
| Article 17 | Paid Holidays 17.3(b) Holiday Falling on a Day of Rest 17.4 Holiday Falling on a Scheduled Work Day |
| Article 19 | STIIP – as per MOA re: Certain Existing Collective Agreement Provisions |
| Article 21 | Maternity, Parental and Adoption Leave |
| Article 22 | Occupational Health and Safety 22.6 OH&S First Aid Requirements and Courses 22.9 Video Display Terminals 22.11(a) Radio Contact & Employee Check 22.17 Employee Safety Travelling To and From Work |
| Article 25 | Health and Welfare 25.2 Extended Health Care Plan |

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|-------------------------|-------|--|
| | 25.3 | Dental Plan |
| | 25.4 | Group Life |
| | 25.9 | Employee and Family Assistance Program |
| Article 27 | | Payment of Wages & Allowances |
| | 27.4 | Substitution Pay |
| | 27.7 | Salary Protection and Downward Reclassification of Position |
| | 27.10 | Isolation Allowance |
| | 27.11 | Transportation for Employees |
| | 27.17 | Relocation at Time of Retirement (for employees on staff as of the date of ratification of the 1998 to 2001 CSA only – November 2, 1998) |
| | 27.18 | Retirement Allowance and Pre-Retirement Leave |
| | 27.20 | Telephone Allowance |
| | 27.23 | Special Transportation Subsidy for Severely Isolated Locations |
| | 27.24 | Child Care Expenses |
| Article 30 | | Secondment |
| Article 32 | | General Conditions |
| | 32.4 | Comprehensive Insurance |
| | 32.6 | Payroll Deductions |
| | 32.7 | Political Activity |
| | 32.9 | Travel Advance |
| | 32.11 | Private Vehicle Damage (for employees on staff as of the date of ratification of the 1998 to 2001 CSA only – November 2, 1998) |
| Appendix 4 | | Short and Long Term Disability |
| Appendix 6 | | Special Vacation & Transportation Subsidy |
| Appendix 8 | | Isolation Allowance |
| Information Appendix I | | Re: Advance Payment of Group Life Benefits |
| Information Appendix II | | Re: Job Sharing |
| MOU #4 | | Telework |
| LOU #2 | | Supplemental Unemployment Benefit Plan |
| Policy | | Deferred Salary Plan (Where present policy exists as of the date of ratification of the 1998 to 2001 CSA only – November 2, 1998) |

Agreed to on April 20, 2007.

The parties agree that, in the event the Health Services and Support - Community Subsector Collective Agreement becomes comparable to the then current Health Services and Support - Facilities Subsector Collective Agreement, the above mentioned provisions shall be deleted consistent with the principles established in the melding decisions in other health sectors.

When any of the above-noted provisions cease to be in effect, the corresponding provision, where applicable, of the Health Services and Support - Community Subsector Collective Agreement shall apply.

In the event of a dispute between the parties relating to the interpretation or application of this Memorandum of Agreement, Vince Ready shall, at the request of either party, act as a mediator/arbitrator. In this capacity, Vince Ready shall review the issues in the same context as the May 8, 1996 Industrial Inquiry Commission Report and Recommendations and subsequent melding decisions referred to above.

Signed on Behalf of the Association:

C. Fitzpatrick

Signed on Behalf of HEABC:

U. Mahi

Date: *April 12, 2007*