

**ANNOTATED
MEMORANDUM OF AGREEMENT**

**between
Health Services & Support Community Subsector
Association of Bargaining Agents
and
Health Employers' Association of British Columbia**

Re: 6000 Hour Home Support Workers / BCGEU (2012 to 2014)
Superior Benefits

It is agreed that the availability forms completed and submitted to the Employers by September 30, 1993, shall remain in effect in accordance with the provisions of the 1993 Memorandum of Agreement.

Memorandum of Agreement
Between
Certain Employers represented by the Continuing Care Employee Relations Association of B.C.
(on behalf of Certain Employers Listed in Appendix I)
And
British Columbia Government Employees' Union.

Whereas the parties have agreed to a changes in the Collective Agreement regarding scheduling in Article 15; and

Whereas the revisions to the Collective Agreement may result in changes to employee schedules;

The parties agree to the following implementation plan:

1. Existing regular employees with 6000 hours of seniority or more, as of September 15, 1993, shall be given a one-time opportunity of completing an availability form. The availability form must be submitted to the Employer by September 30, 1993.

The Employer shall schedule the hours of work pursuant to Article 15.4(a)(i) and 15.07. Employees who lose regular hours shall be scheduled replacement hours based on Article 15.04(a)(ii) and 15.07

Employees must accept hours that coincide with their stated availability. Employees may remove their availability restriction with one months' notice. After that date, the employee shall be scheduled pursuant to Article 15.

2. The Employer shall develop a list of required positions stating the following:
 - a. Classification (i.e. HSW II, HSW I, HSW II/I)
 - b. Status (i.i., regular full-time, regular part-time)
 - c. Days of work

By no later than October 15, 1993.

3. Employees shall select their position, in order of seniority, by no later than November 15, 1993.
4. The Employer shall develop the work schedules by no later than December 3, 1993.
5. The Employer shall implement the work schedules by no later than January 14, 1994. Until such time, existing Collective Agreement provisions, with respect to scheduling, shall prevail.
6. The implementation plan meets the requirements under Section 54 of the Labour Relations Code.
7. During the term of the Collective Agreement, the parties agree to meet, if necessary, to discuss issues related to scheduling.
8. Revisions to the work schedules after January 14, 1994, shall be completed pursuant to the terms of the new Collective Agreement.
9. Casual employees and all new employees shall be scheduled pursuant to the terms of the Collective Agreement.

Appendix I

Elk Valley Home Support
 Fernwood Home Support
 Howe Sound Home Support Services
 Langley Home Support
 Ridge-Meadows Home Support
 Sunshine Coast Home Support Society
 Valley Home Support

Fairfield Homecare Services Society
 Fraser Cheam Home Support
 James Bay Home Support Services
 North Peace Home Support Services Association
 South Peace Home Support Association
 Surrey and White Rock Home Support Association

Signed on Behalf of the Association:

Signed on Behalf of HEABC:

 Deb Wilson
 BCGEU

 Paul Lim

Date: July 16, 2013