

ANNOTATED
MEMORANDUM OF AGREEMENT
between
Health Services & Support Community Subsector
Association of Bargaining Agents
and
Health Employers Association of British Columbia

Re: B.C. Centre for Disease Control/BCGEU (2012 to 2014)

It is agreed that the Community Subsector Collective Agreement is varied as follows on a without prejudice and precedent basis for the purpose of Cooperative Education Training and Youth Employment Programs.

The purpose of this Memorandum of Agreement is to determine the relevant salary rate and working conditions for students hired under the Cooperative Education Training and the Youth Employment Programs at the BC Centre for Disease Control.

1. Individuals hired under these programs will be considered to be casual employees and receive the appropriate benefits as per this Memorandum.
2. The program will be restricted to persons registered in a recognized cooperative education program at a participating post-secondary institution or a youth employment program. The length of appointment for students under this memorandum will correspond to the requirements of their academic program or that established by the funding body of the program.
3. Incumbents hired under these programs will be considered supernumerary to the established work force.
4. No employees hired under these programs will be utilized where it would result in a layoff or failure to recall a qualified employee.
5. Employees hired under these programs will be classified and paid in accordance with the wage rates appropriate to the programs or study, as indicated below.
6. The hours of work may be varied consistent with local hours of work, provided that no employee works more than 10 hours in one day.
7. Employees hired under these programs shall be assigned work that augments their field of study.

Wage Rates and Program Definitions:

Youth Employment Program (1)- Students enrolled in full- time studies at an accredited educational institution within the past six months at Grade 12 or below will be paid \$14.57/hour.

Youth Employment Program (2)- Students enrolled in full- time studies at an accredited educational institution within the past six months at a post- secondary level will \$15.41/hour.

Coop Education Training Program (1)- Employees :registered in a recognized cooperative education program at a participating post- secondary .institution, who are working towards a certificate or diploma program will be paid \$15.41/hour.

Coop Education Training Program (2) - Employees registered in a recognized cooperative education program at a participating post- secondary institution, who are working towards a Bachelor's degree will be paid \$16.30/hour.

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.

NOTE: Employees hired under this Memorandum of Agreement are casual employees and must become members of the union. They are covered by all articles applicable to casual employees except as covered by this agreement.

Signed on Behalf of the Association:

Signed on Behalf of HEABC:

Deb Wilson
BCGEU

Paul Lim

Date: June 10, 2013