

**ANNOTATED
MEMORANDUM OF AGREEMENT**

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

Re: Centre for Ability/BCGEU (2012 to 2014)
Scheduling of Community Integration Facilitators

The parties acknowledge that Community Integration Facilitators are scheduled in accordance with Article 15 – Hours of Work and Scheduling – Community Health Workers of the Community Subsector Collective Agreement.

NOTE: The 2012 – 2013 negotiations resulted in new scheduling language under article 15.3 Shift Schedules. By February 18, 2014 the Employer must implement the appropriate availability period (window). Shift options and availability periods allowed are:

- Fixed shifts of 20 – 40 hours per week (guaranteed hours)
- Weekly posted hours of over 37.5 = 10 consecutive hour window
- Weekly posted hours of over 30 hours up to and including 37.5 hours = nine consecutive hour window
- Weekly posted hours of over 25 hours up to and including 30 hours = eight consecutive hour window
- Weekly posted hours of 20 hours up to and including 25 hours = six consecutive hour window
- Fixed Hour Split Shift of 30 hours or more per week (guaranteed hours)

Signed on Behalf of the Association:

Signed on Behalf of HEABC:

Deb Wilson
BCGEU

Paul Lim

Date: May 14, 2013