

**ANNOTATED
MEMORANDUM OF AGREEMENT**

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

Re: East Kootenay Addictions Services Society/BCGEU (2010 to 2012)
Superior Benefits

Notwithstanding the provisions of the Collective Agreement, it is agreed that the Employer will maintain its existing practice with respect to the following:

Christmas Break

The Employer agrees to continue its present practice regarding time off and on-call requirements for employees between Christmas Day and New Year's Day.

The parties agree that, in the event the Health Services and Support – Community Sector Collective Agreement becomes comparable to the then current Health Services and Support – Facilities Sector Collective Agreement, the above-noted 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 Sector Collective Agreement shall apply.

In the event of a dispute between the parties relating to the interruption or application of the 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 Commissioner Report and Recommendations and subsequent melding decisions referred to above.

Signed on Behalf of the Association:

Signed on Behalf of HEABC:

Deb Wilson
BCGEU

Paul Lim

Date: May 16, 2013