

**ANNOTATED
MEMORANDUM OF AGREEMENT**

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

Re: Kamloops Society for Alcohol and Drug Services (Phoenix Centre)/BCGEU (2012 to 2014)
Superior Benefits

It is agreed that the following provisions of the Collective Agreement signed on March 31, 1996, shall be maintained:

20.5 Extension of Maternity, Parental or Adoption Leave

Maternity, parental or adoption leave may be extended for up to an additional six months without pay, without further seniority accrual, and without entitlement to paid benefits. The employee shall have the right to continue her benefits and contributions to RRSP by paying the full premiums and the Employer and employee contributions to RRSP, as referenced in Subsection 20.4(c), during the leave.

Memorandum of Agreement #1 Regarding Article 22 and Bargaining Unit Work: Group 4

Consistent with these circumstances, the Employer agrees to inform the Labour Management Committee of such special projects or contracts that become available. The Employer agrees to post such opportunities to allow bargaining unit employees to make application, and it is agreed that qualified part-time and qualified laid-off employees have first right to such work consistent with the provisions of Clause 12.2 of this Agreement. It is further agreed that bargaining unit employees who obtain this work will earn seniority for such work. The rate of pay will be as established in the contract with the funding agency.	
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Special Projects / Contracts	This involves work that becomes available through various funding agencies where the funding of the project or contract varies as may the length of the project or contract, and the work to be performed generally to be within the funding level established by the funding agency.
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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: July 16, 2013

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