

**ANNOTATED  
MEMORANDUM OF AGREEMENT**

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

Re: Queen Charlotte Islands Health Care Society / BCGEU (2012 to 2014)  
Superior Benefits

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

**25.7 Isolation Allowance**

Regular employees who are required to work in the following locations shall receive an isolation allowance:

- |     |                            |        |
|-----|----------------------------|--------|
| (a) | Sandspit.....              | \$1.02 |
| (b) | Queen Charlotte City ..... | \$0.91 |
| (c) | Port Clements .....        | \$1.02 |
| (d) | Masset .....               | \$0.79 |

**Memorandum of Understanding No. 1 Defined Term Projects**

Define term projects are short-term projects with defined funding and objectives in which employees are hired to provide a specific service to the community.

Employees on defined term projects will be casual employees and perform work not normally carried out by other employees in the bargaining unit.

The President of the Union and his/her designate will be advised of all defined term projects when the Employer is seeking to hire an employee or employees for such defined term project.

The Union and the Employer will negotiate wage rates for each defined term project based on the funding the Employer will receive for the project. Such wage rates shall be without prejudice to either Party for future negotiations or any other circumstance.

Where not precluded by the funding agency, the existing regular and casual employees will be given the opportunity to be employed on the project where such employment would not conflict with their ability to carry out their normal duties or cause overtime to be payable.

## Memorandum of Agreement #6 re Article 2.1 - Bargaining Unit defined

The Clinic Office Manager at the Masset Office shall be included in the bargaining unit. In the event the duties of this position change, the Parties will meet to discuss whether or not the position should remain in the bargaining unit.

The Clinic Office manager at the Quees Charlotte Office, Ms. Francis Pineault, shall be in the bargaining unit for the period that she is the incumbent in the position. At the time Ms. Pineault leaves the position, the position shall become excluded from the bargaining unit.

Originally signed September 14, 1995

## Memorandum of Agreement Re Article 11.1 Seniority Defined

The Employer shall operate four seniority units:

Sandspit

Port Clements

Queen Charlotte

Masset

Where no employees are available from a seniority unit to fill a relief vacancy, or for a temporary workload situation, the Employer may offer the vacancy to employees from outside the seniority unit who have indicated their desire, in writing, to be considered for such vacancies.

## Child Care Workers

It is acknowledged that Child Care Workers continue to be scheduled in accordance with the provisions applicable to Community Health Workers (e.g. Article 15 – Hours of Work and Scheduling – Community Health Workers).

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:

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Deb Wilson  
BCGEU

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Paul Lim

Date: July 16, 2013

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