

**ANNOTATED  
MEMORANDUM OF AGREEMENT**

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

Re: Salvation Army Harbour Light, Cordova Street Detox Unit /BCGEU (2010 to 2012)  
Superior Benefits

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It is agreed that the following provisions of the 1994 – 1997 Salvation Army Harbour Light, Cordova Street Detox Unit Collective Agreement shall be maintained:

**22.5 Hygiene**

(a) *Hygiene Facilities*

The Employer will supply and maintain any supplies or equipment needed to ensure proper hygiene is being met.

(b) *Communicable Diseases*

(1) The parties in this Agreement share a desire to prevent acquisition and transmission of communicable diseases. Where employees may come into contact with a person and/or possessions of a person with a communicable disease, the Employer shall advise such employees that such person and/or possessions may be so affected.

(2) Employees shall hold all information gained pursuant to (1) above in the strictest of confidence.

(3) In respect of communicable diseases, the parties agree to review and establish policies n issues including:

- (i) preventative protocol measures, including education, hygiene, protective equipment/apparel and vaccinations;
- (ii) post-exposure protocols.

(4) The parties agree that the B.C. Centre for Disease Control may be utilized for the purpose of expertise in this area. Other consultants may be utilized, as deemed appropriate by the parties.

(5) Where any costs, including vaccinations, are incurred by a recommendation of the parties or recommendations of the Centre for Disease Control, it shall be bourne by the Employer.

### 28.3 Rest Break Facility

The Employer will provide a clearly identified private washroom (*i.e.*, "Employee Only Washroom Facility").

### 28.4 Work Therapy Clients

- (a) It is agreed that Work Therapy Clients will not be used to fill established positions within the bargaining unit.
- (b) The parties agree that the Employer will not have more than three Work Therapy Clients at one time. Work Therapy Clients shall be restricted in use to a combined weekly total of 12 shifts.
- (c) Work Therapy Clients shall not work without at least one bargaining unit member in attendance.
- (d) Work Therapy Clients' role at the Centre is to gain work experience in the drug and alcohol field pursuant to Article 2.3(c). No one client shall remain on work therapy for longer than six months except with mutual agreement between the parties.

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: May 16, 2013