

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

Re: Vancouver Coastal Health Authority – North Shore Home Support / BCGEU (2012 to 2014)

The parties agree to establish three seniority units as follows:

West (west of Capilano River)
Northeast (east of Capilano River and north of the Upper Levels Highway)
South (south of the Upper Levels Highway between the Northeast and West boundaries)

The parties agree to the following implementation plan:

1. All regular Community Health Workers hired after January 1, 2002 will be hired into one of the above three seniority units.
2. Regular and casual Community Health Workers currently assigned to the North seniority unit or the East seniority unit will be integrated into the Northeast seniority unit effective January 1, 2002.
3. Casual Community Health Workers may register to work in more than one seniority unit.

The terms of this MOA are to be applied consistent with the terms of the Single Certification Agreement reached with Vancouver Coastal Health in 2006. The terms of the Single Certification Agreement shall prevail should there be any inconsistency or conflict between the terms of the two MOAs.

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 14, 2013