

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

Re: Fraser Health Authority – Maple Ridge Treatment Centre Society/BCGEU (2010 to 2012)  
Superior Benefits

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It is agreed that the following provisions of the 1993 – 1998 Maple Ridge Treatment Centre Society Collective Agreement shall be maintained:

**Article 12.4 Transfer Without Posting**

Lateral transfers or voluntary demotions may be granted, without posting, for compassionate or medical grounds to regular employees who have completed their probationary period.

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: August 29, 2013