

MEMORANDUM OF AGREEMENT

between

**Health Services & Support Community Subsector
Association of Bargaining Agents**

and

Vancouver Island Health Authority ("Island Health")

Re: Island Health Cowichan Primary Care Network Office - And- BCGEU

Extended Hours Rotation

It is understood and agreed that:

1. The purpose of this Memorandum of Agreement is to vary or clarify the terms of the Community Subsector Agreement (CSA) between the parties so that an expanded work day/compressed work week can be introduced.
2. With the exception of the specific revisions set forth in this Memorandum of Agreement, all other terms and conditions of the CSA will apply.
3. As a general principle, the Employer will not incur any additional costs which would exceed the costs required to provide and maintain the regular work day / work week as set forth in the CSA.
4. As a general principle, the employees will neither gain nor lose any benefit(s) presently contained within the CSA.
5. For the purposes of this Memorandum of Agreement, days of leave will be converted into hours, so that one (1) day shall equal seven point five (7.5) hours. For example, three (3) days compassionate leave is converted to $3 \times 7.5 = 22.5$ hours.
6. Any change deemed necessary in this Memorandum of Agreement may be made by mutual agreement between the parties at any time during the life of this Memorandum.
7. The extended workday memorandum application must be initiated and signed by one hundred percent (100 %) of employees who will work the attached schedule.
8. New employees, including casuals, to the department covered by this Memorandum of Agreement after its effective date implicitly agree to work the established schedule.
9. Employees shall not be required to work more than six (6) consecutive shifts without a minimum of two (2) consecutive days off excluding paid holidays.
10. Regular full-time equivalent hours for the year (1950 hours) will be measured in the fifty-two (52) week period commencing with the first scheduled shift in January.

11. The extended hours memorandum can be cancelled by either party with thirty (30) days written notice.

12. This memorandum of agreement is without prejudice and without precedent.

Signed on behalf of Vancouver Island Health Authority:

per: SEAN ANTRIM

Dated this 13 day of SEPTEMBER, 2022

Signed on behalf of Health Services & Support Community Subsector Association

per: Shelley McClure

Dated this 13 day of September, 2022

SMC
AMC

BCGEU

Calculation Sheet for FT with Calendar Stats Off

Complete Shaded areas only			
FACILITY:			
Department		BCGEU	
Description of employees			
Date completed			
Number of weeks per rotation		2	
Number of rotations (repeats) per year	52 weeks per year divided by A	26.00	
Calculate total hours worked per rotation			
Number of shifts	X	Paid Hours per shift	Total Hours
0		4.00	0.00
0		7.20	0.00
0		7.50	0.00
8		9.50	76.00
0		11.00	0.00
0		11.25	0.00
		Total Hours Worked	76.00
Total number of hours scheduled per year		Multiply the number of rotations per year by the total number of hours worked (B X C)	1976.00
For Non-Fit type rotations or where unit closes or reduces on calendar stats as they fall, enter the hours that will be removed. (the equivalent hours of 13 shifts off per year = 13 x paid hrs per shift)			
		123.5	
Add 97.50 hours of paid statutory holidays to E			1852.50
Difference (max allowable +/- 7.5 hours only)		Subtract E from 1950 paid hours per year	1950.00
			0.00
Please indicate below how the imbalance of hours (G) owed by employee/employer will be dealt with.			
Calculate the Full Time FTE		Divide E by 1950 hours	1.00
Notes:		BCGEU	

* This allowable variance in time may be made up by scheduling work, or removing excess hours (coded as 043) whichever is appropriate to the calculation as mutually agreed to by the employee(s) and manager. Difference needs to be calculated each annual period (52 weeks). Variance can change each 52 weeks or full calendar year. The annual variance (time made up or excess hours removed) would be mutually agreed to by employee(s) and manager.