

MEMORANDUM OF AGREEMENT
Between
British Columbia Government Employee's Union (BCGEU)
and
Northern Health Authority (NHA)

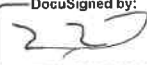
Re: Northern Health Authority – And – BCGEU

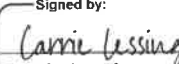
Extended Work Day/Compressed Work Week Rotation – Life Skills Workers in the Overdose Prevention Unit with the Dawson Creek Specialized Services Team.


It is understood and agreed that:

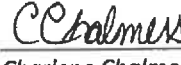
1. The purpose of this Memorandum of Agreement (MOA) is to comply with Clause 14.2 (h) of Health Services and Support Community Subsector Collective Agreement (the Collective Agreement). Clause 14.2 (h) requires that all modified hours of work arrangements will:
 - a. Be mutually agreed between the Employer (i.e. Northern Health Authority) and the Union (i.e. BCGEU);
 - b. Be in writing; and
 - c. Contain the details of the agreed schedule.
2. With the exception of the specific revisions set forth in this MOA, all other terms and conditions of the Collective Agreement, including but not limited to Overtime, Vacation Entitlement, Special Leave, Sick Leave and all other Leaves shall apply. Definitions of terms used in this MOA are those used in the Collective Agreement.
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 workday/work week as set forth in the Collective Agreement.
4. As a general principle, the employees will neither gain nor lose any benefit(s) presently contained within the Collective Agreement.
5. The expanded workday/compressed workday will be a 4 on 4 off shift rotation, with an 8-week rotation. The shift will start at 10:00 and end at 22:00. The shift will be 12 hours in duration with two 30-minute unpaid meal breaks, paid for 11 hours. Days off will rotate, with 4 days off consecutively.
6. Each scheduled shift shall contain two 30-minute unpaid meal break scheduled per Clause 15.10.
7. Overtime rates will apply as per the Collective Agreement. Normal daily full shift hours are 11 hours.
8. Vacation, Sick Leave and Special Leave will be converted to hours on the basis of the normal full-time daily hours of work outlined in clause 14.2 (d) and deducted based on the number of hours taken as leave in accordance with the employee's work schedule.

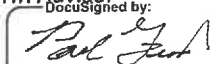
9. All employees, including casuals, working in the job covered by this MOA after its effective date will work the extended hours established schedule.
10. Employees shall be scheduled off from work, exclusive of annual vacations, a minimum of 117 days per year (that is, an average of two days per week plus a minimum of 13 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. Either party can cancel the extended hours MOA with ninety (90) days written notice.
12. This memorandum of agreement is without prejudice and without precedent.

DocuSigned by:

DE401066D8096447...
Scott DeLong
BCGEU Component 8 Vice President

Signed by:

Carrie Lessing
BCGEU Component 8 Local Chair

DocuSigned by:

BCB896A7F9A64478
Tennille Penner
BCGEU Staff Representative


Charlene Chalmers
HR Advisor

DocuSigned by:

DB69D46EF98F41B...
Paul Finch
BCGEU President

Dated: Dec 9, 2024