

**MEMORANDUM OF AGREEMENT**  
**between**  
**Health Services & Support Community Subsector**  
**Association of Bargaining Agents**  
**and**  
**Fraser Health Authority, IHART**

Re: Fraser Health Authority, IHART - And- British Columbia Government Service Employees Union (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 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 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. 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.
6. New employees, including casuals, to the department covered by this Memorandum of Agreement after its effective date implicitly agree to work the established schedule. Postings will indicate the extended hours schedule in place.
7. Overtime is payable when an employee works in excess of the normal daily full shifts hours (9.5 hours) or weekly (38 hours) full shift hours.
8. Rest periods shall be 15 minutes in each half of a shift.
9. Employees are entitled to sixty (60) minutes of unpaid meal breaks in a 9.5 hour shift, scheduled as either one 60 minute break or two 30 minute breaks.
10. For the purposes of this MOA, special and other leave will be converted into hours based on a standard 7.5 hour workday. For example, three (3) days of bereavement leave is converted to  $3 \times 7.5 = 22.5$  hours.

11. Vacation entitlement will be converted into hours for the purposes of scheduling vacation days. For example, four (4) days of vacation at 9.5 hours = 38 hours.

12. Employees eligible for paid sick leave will be paid for all scheduled hours lost from their accrued sick credits bank for any missed shifts as a result of sickness, illness or injury.

13. For the purposes of calculating days off, the employee will receive a minimum of one hundred and seventeen (117) days off (Two (2) days per week plus a minimum of thirteen (13) statutory holidays in a fifty two (52) week period commencing with the first scheduled work shift in January.).

14. 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.

15. The extended workweek memorandum can be cancelled by either party with ninety (90) days written notice.

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

Signed on Behalf of the Union:

Signed on Behalf of the Employer:

J. Shaley

Averil Batt

Date: June 14, 2023

Date: June 14, 2023