

LETTER OF UNDERSTANDING

BETWEEN

BC GOVERNMENT EMPLOYEES UNION

AND

FRASER HEALTH AUTHORITY

RE: CHILLIWACK PRIMARY CARE CLINIC - TRANSFER OF CLERICAL RESOURCES

The Chilliwack Primary Care Clinic will be expanding existing clerical services to include evening and weekend coverage. Historically, the Medical Office Assistant (MOA) positions located at this site transferred to Fraser Health as excluded jobs. With the expansion of services, these excluded jobs and incumbents will transfer to the Health Services & Support Community Subsector Collective Agreement (CBA).

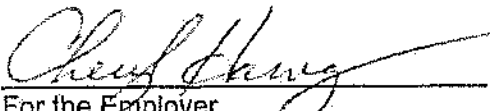
The parties have agreed to the following on a Without Prejudice and Precedent basis:

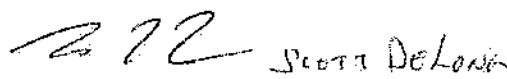
- The current incumbents will transfer with the service and become members of the BC Government Employees Union (BCGEU) effective February 2, 2024.
- The incumbents transferring, along with the classification under the CBA that they have been matched to are:
 - Wendy Walsh Medical Office Assistant/Receptionist; Grid 8; JD #C2350
 - Megan McGrath Medical Office Assistant/Receptionist; Grid 8; JD #C2350
 - Molly Renaud Medical Office Assistant/Receptionist; Grid 8; JD #C2350
 - Kelly Cormack Medical Office Assistant/Receptionist; Grid 8; JD #C2350
 - Cherie Rempel Medical Office Supervisor; Grid 25; JD #C2295
- The rate of pay for each incumbent will be as follows:
 - Wendy Walsh Grid 8 Step 3 at \$25.58/hour
 - Megan McGrath Red circled at \$27.05/hour
 - Molly Renaud Red circled at \$26.68/hour
 - Kelly Cormack Grid 8 Step 2 at \$24.80/hour
 - Cherie Rempel Red circled at \$29.03/hour
- Wage Protection (red-circled rate) will cease if the incumbent voluntarily posts into another regular or temporary position, resigns or is bumped from the red-circled position or transfers to casual status.
- A job fair will be held in July, 2024 on a date mutually agreed between the parties. The job fair will include the Medical Office Assistant/Receptionist day, evening and weekend rotations. The

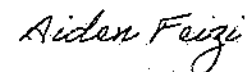
MOAs transferring in this agreement along with the employees hired into the posted evening/weekend positions will participate in the job fair. The job fair will be in seniority order in accordance with the Job fair language under Article 14.14 of the Community collective agreement.

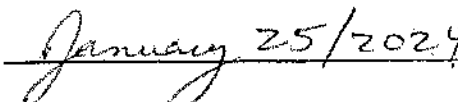
- The Medical Office Supervisor will not participate in the job fair.
- Seniority for all of the incumbents will start accruing effective February 2, 2024.
- Seniority recognition for previous service for each incumbent will be credited upon completion of the job fair as follows:
 - Wendy Walsh Seniority hours equivalent to 3 years = 5,850 hours
 - Megan McGrath Seniority hours equivalent to 5 years = 9,750 hours
 - Molly Renaud Seniority hours equivalent to 5 years = 9,750 hours
 - Kelly Cormack Seniority hours equivalent to 1 year = 1,950 hours
 - Cherie Rempel Seniority hours equivalent to 1 year = 1,950 hours
- If a transferring incumbent posts into another position prior to the job fair, the seniority hours above will be credited to their seniority bank when they commence the new position, provided the posted position extends beyond the completion date of the job fair.
- The following benefits will transfer to Fraser Health:
 - Accumulated sick time
 - Date of regular employment for service and vacation recognition

The parties acknowledge that this Letter of Understanding does not form part of the Collective Agreement, is on a without prejudice and without precedent basis and is not to be introduced as evidence or otherwise referred to in any way, in any other proceeding except for the interpretation and/or administration of this Letter of Understanding.


For the Employer
Fraser Health Authority


For the Union
BC Government Employees Union


For the Union
BC Government Employees Union


Date

2024-01-25
Date