

**WITHOUT PREJUDICE & WITHOUT PRECEDENT
Memorandum of Settlement**

Between:

**Hornby and Denman Community Health Care Society
(as represented by HEABC)**

("the Employer")

And:

United Food and Commercial Workers Union ("UFCW")

("the Union")

(Collectively, "the parties")

THE PARTIES AGREE AS FOLLOWS:

1. The terms of this Memorandum of Settlement represents the outcome of negotiation between the parties to introduce employees covered by the February 19, 2020, Health Services & Support Community Subsector Association ("CBA") certification ("Employees") with the UFCW and to be covered fully under the terms and conditions of the CBA Collective Agreement.
2. This Agreement applies to the Employees listed in Appendix "A".
3. The CBA wage rates will be implemented June 21, 2020.

For the purpose of placement on the wage scale for regular employees, their seniority date will be determined based on the straight time hours worked since their date of employment.

For the purpose of placement on the wage scale for casual employees, straight time hours worked will be divided by 1950 to determine the appropriate increment step.

4. Articles 14 and 15 (scheduling provisions) will be implemented June 21, 2020.
5. The remaining provisions of the CBA agreement will be implemented effective August 1, 2020.
6. Per MOA #6 of the CBA Collective Agreement there shall be no superior benefits maintained by any employee covered by the collective agreement effective August 1, 2020.
7. The Employers participation date in the Joint Community Benefit Trust will be August 1, 2020. Employees shall receive health and welfare benefits as of August 1, 2020.
8. The date of service for the purpose of pension entitlements shall be August 1, 2020. The Employer will begin deducting and remitting payments to the Municipal Pension Plan for Employees.

9. Employees shall be entitled to retain and use banked vacation accrued prior to August 1, 2020.

Vacation accruals shall begin per the CBA Collective Agreement starting August 1, 2020.

Vacation accrual for 2021 begins August 1, 2020 and is accessible from January to December 2021 pursuant to the collective agreement.

For the purpose of determining vacation entitlement, date of service shall be the Employee's date of hire into a regular position with the Employer.

10. With respect to any implementation or interpretation issues arising from this Agreement, the parties agree to meet within 30 days (or as mutually agreed) of notification of the issue to discuss and review. In the event the parties are unable to agree, the matter may be grieved.

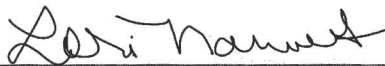
11. This Agreement can be executed by the parties using duplicate, facsimile or e-mail copies.

Dated at [Place], British Columbia

Hornby & Denman Community Health Care Society

per: Lori Nawrot, Executive Director

This 14th day of January, 2021

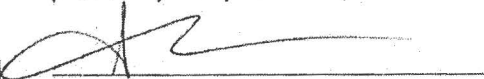


Dated at _____, British Columbia

United Food and Commercial Workers Union

per: Ashley Campbell

This 12th day of January, 2021



Dated at [Place], British Columbia

Health Employers Association of BC

per: Stephanie Kellar

This 15 day of January, 2021



Dated at [Place], British Columbia

Community Bargaining Association

per: Richard Tones

This 14th day of January, 2021

