

January 30, 2013

Ms. Jeanne Meyers
Executive Director, Legal Services and Labour Relations
HEALTH SCIENCES ASSOCIATION OF BC
Suite 300 5118 Joyce St
Vancouver, BC
V5R 4H1

Dear Ms. Meyers:

Re: Implementation of 37.5 Hour Work Week

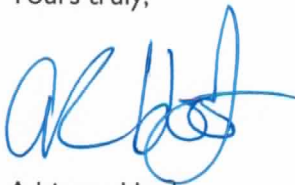
This is to confirm our agreement on the application of certain provisions of the Collective Agreement relating to implementation of the 37.5 hour work week.

The parties agree to the following:

- Upon the implementation of the 37.5 hour work week by an Employer, any schedules with shifts longer than 7.5 hours are considered to be Extended Work Day/Week schedules, not EDO/ATO schedules. Appendix 6 will not apply.
- Either party may terminate existing Extended Work Day/Week schedules by providing 30 days notice, subject to Article 24.08.
- When implementing the 37.5 hour work week, employers can make changes to or eliminate existing EDO/ATO schedules (including 9 day fortnights) without following the process set out in Appendix 6, subject to the following:
 - such changes shall not take effect prior to the date of implementation of the 37.5 hour work week at the Employer;
 - changes to existing EDO/ATO schedules will be done on an individual department/work group basis (i.e., not health authority-wide);
 - Employers will give 90 days notice (or a mutually agreed lesser amount) to the affected work group rather than 30 days as required under Appendix 7;
 - the provisions of the MOU re: Transition to 37.5 Hour Work Week will apply; and

- no new overtime waiver will be required where changes relating to implementation of the 37.5 hour work week are made to Extended Work Day/Week schedules, including to any work schedule with shifts between 7.2 and 8 hours where the employees did not need to sign an overtime waiver under the current and/or previous Collective Agreement(s). If the employees continue to work a 9 day fortnight or any other Extended Work Day/Week schedule, they are deemed to have signed the overtime waiver.

Yours truly,



Adrienne Hook

**Executive Director,
Health Authority Services**

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