

LETTER OF AGREEMENT

BETWEEN:

MINISTRY OF HEALTH SERVICES

(the "Ministry")

AND:

**FRASER HEALTH AUTHORITY
INTERIOR HEALTH AUTHORITY
NORTHERN HEALTH AUTHORITY
PROVINCIAL HEALTH SERVICES AUTHORITY
VANCOUVER COASTAL HEALTH AUTHORITY
VANCOUVER ISLAND HEALTH AUTHORITY**

(the "Health Authorities")

AND:

**HEALTH SCIENCE PROFESSIONALS BARGAINING
ASSOCIATION**

(the "HSPBA")

AND:

HEALTH EMPLOYERS ASSOCIATION OF BRITISH COLUMBIA

(the "HEABC")

ENHANCED DISABILITY MANAGEMENT

An agreement was reached effective April 1st, 2011, extending the HSPBA Collective Agreement until March 31, 2012. That agreement included a commitment to redesign the disability management program and incorporate the new enhanced disability management program into the collective agreement.

The parties agree that the attached Memorandum of Understanding sets out the terms of the new enhanced disability management program that will be incorporated into the Collective Agreement.

Signatures of the Parties

**Signed on behalf of Health Employers
Association of BC**

**Signed on behalf of Fraser Health
Authority**

**Signed on behalf of Interior Health
Authority**

**Signed on behalf of Northern Health
Authority**

**Signed on behalf of Provincial Health
Services Authority**

**Signed on behalf of Vancouver Coastal
Health Authority**

**Signed on behalf of Vancouver Island
Health Authority**

**Signed on behalf Health Science
Professionals Bargaining Association**

THIS LETTER OF AGREEMENT is made the 1 day of April, 2011.