

**Memorandum of Agreement  
Between  
Fraser Health Authority (FHA)  
And  
Health Science Professional Bargaining Association (HSPBA)**

**Re: Transitional 37.5hr Work Week**

In accordance with the HEABC and HSPBA 37.5 Hour Work Week Implementation Process (April 15, 2013), the parties will follow the agreed to guidelines in implementing the new 37.5 hour workweek.

This Memorandum of Agreement is entered into by the parties on a without prejudice and precedent basis and shall not be referred to by either party for any other purpose, proceeding or matter.

1. FHA and HSPBA have agreed to implement a transitional 37.5 hr work week from September 1<sup>st</sup>, 2013 – January 2<sup>nd</sup>, 2014.
2. As a temporary measure until the new 37.5 workweek rotation is completed, employees will continue to work in their current work schedule with additional shifts/hours being added to increase the overall work hours to 37.5 hours a week.
3. When assigning additional shifts/hours, managers will look at all shift types and occasional weekend work where the original schedule follows this pattern.
4. The new 37.5hr workweek rotations will commence January 3<sup>rd</sup>, 2014.
5. Units that are ready to commence their new 37.5 workweek rotation on September 1<sup>st</sup> do not need to take part in the transitional agreement.
6. The parties agree to reconvene to discuss any required amendments or issues arising from application of this agreement.
7. This agreement expires January 2<sup>nd</sup>, 2014

All which is agreed on May 10, 2013.

Signed on behalf of FHA:



Signed on behalf of HSPBA

