

HEABC

Health Employers
Association of BC

Memorandum of Agreement

Between

Health Employers Association of British Columbia (“HEABC”)

And

The Facilities Bargaining Association (“FBA”)

And

The Nurses’ Bargaining Association (“NBA”)

And

The Community Bargaining Association (“CBA”)

And

The Health Science Professionals Bargaining Association (“HSPBA”)

Re: Effective Date of Wage Increases – 2006-2010 Health Sector Collective Agreements

WHEREAS the parties concluded renewal Collective Agreements effective from April 1, 2006 to March 31, 2010 in the Facilities Subsector, the Nurses’ Sector, the Community Subsector, and the Health Science Professionals Sector prior to March 31, 2006;

AND WHEREAS the renewal Collective Agreements were ratified by the Employers and by Union members;

AND WHEREAS concerns have arisen regarding the effective date of wage increases;

AND WHEREAS the parties met in good faith on May 3, 2006 to discuss a resolution to these concerns;

NOW THEREFORE the parties agree as follows:

1. For the term of the 2006-2010 Health Sector Collective Agreements, the parties agree to amend the effective date of the wage increases as follows:
 - a) For April 2006, the wage increases will be effective on April 1, 2006 (and not on the “first pay period after April 1, 2006);

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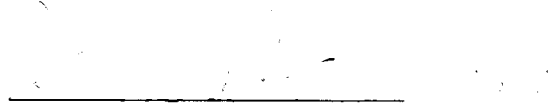
- b) For April 2007, the wage increases will be effective on April 1, 2007 (and not on the "first pay period after April 1, 2007);
 - c) For April 2008, the wage increases will be effective on April 1, 2008 (and not on the "first pay period after April 1, 2008);
 - d) For April 2009, no change to the existing language. "No change to the existing language" means that the wage increase is effective on the first date after April 1 that coincides with the start of a pay period (as opposed to effective April 1 and paid on the first pay period after April 1);
2. The above effective dates will be reflected in the printed version of each of the 2006-2010 Health Sector Collective Agreements.
3. "Wage increases" for the Facilities Subsector Collective Agreement means the General Wage Adjustments and Special Adjustments in Article 48.04 and the hourly market adjustment premium from the Memorandum of Agreement Re: Implementation of a Premium to Address Recruitment and Retention Concerns. For the Community Subsector Collective Agreement, the parties agree that "wage increases" means the General Wage Increases and Special Adjustments in Article 27.2 (a) and Article 27.2 (b). The parties agree that "wage increases" includes, for the Nurses' Provincial Collective Agreement, the General Wage Increases and Market Adjustments in Article 62. The parties agree that "wage increases" includes, for the Health Sciences Professional Collective Agreement, the General Wage Increases, Special Adjustments, and Supplementary Adjustments.
4. The communication of this matter shall be as specified in the attached jointly developed document confirming the terms of this Memorandum of Agreement.

All of which is agreed this 11th day of May, 2006 in Vancouver, British Columbia.

Signed on behalf of HEABC:



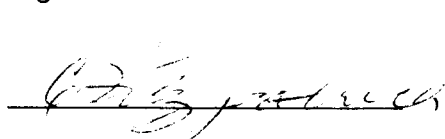
Signed on behalf of the FBA:



Signed on behalf of the NBA:



Signed on behalf of the CBA:



Signed on behalf of the HSPBA:

