



Public Sector Bargaining 2022

BC GENERAL EMPLOYEES' UNION

Component 6 – Social, Information & Health

Tentative Agreement

Your Component 6 Bargaining Committee made some notable gains in this round of component bargaining.

The union told the employer how proud we are of our members who continue to deliver services in a seamless way during these very difficult, unprecedented times. Our members continue to show up and keep the Province's most vulnerable people safe and ensure they have access to services.

The Committee was clear to communicate to the employer that Component 6 members require more supports and a commitment of better communication. The union expressed concerns about the number of members leaving the public service and the additional workload this creates for our members. Retention and recruitment of staff is an issue our members want to work with the employer to try to resolve.

We heard our members' concerns. The union tabled proposals to address the lack of mental health supports for our members in their unique roles, new language for flexible/telework, stronger language in the Appendix 4 review process, new language for exit interview surveys, new language for lateral transfers and proposals for increases to the monetary articles in the component agreement. We were not successful in reaching agreement with the employer on all of our proposals. The committees is happy with the gains that were made in this round of bargaining.

We were able to get agreement of a new Appendix 10 to support the mental health of Component 6 members. This will allow a committee of both union and employer representatives to identify mental health support gaps, recommend mitigations and provide more information about our members' unique roles and responsibilities to access appropriate mental health supports for our members. We also achieved a review period for the Appendix 4 Workload review process. We have completed some housekeeping that will clearly outline the application of the component agreement for HAS members.

The union and the employer worked together to expand some Seniority Unit in Appendix 2 for Auxiliary employees. We see this as a starting point, and have put the employer on notice that we will be seeking further expansions in the next round of bargaining.

Attached please find the complete package that outlines the new, changed or renewed tentative agreement language for the Component 6 Agreement.

The Component 6 Bargaining Committee is recommending ratification of the tentative 19th Social, Information and Health Component Agreement.

In solidarity

Judy Fox-McGuire, Vice President, Social, Information and Health Component

Cynthia Egli, Committee Member

Kayla Woodruff, Committee Member



BC PUBLIC SERVICE

Public Sector Bargaining 2022

BC GENERAL EMPLOYEES' UNION

Andrea Mitchell, Committee Member

Judi Porter, Committee Member

Lisa McDonald, Committee Member

Mona Dykes, Committee Member (Alternate)

Jeremy Leveque, Committee Member (Alternate)

Kim Shelley, BCGEU Staff Representative

RATIFICATION DOCUMENT

NINETEENTH COMPONENT AGREEMENT

between the

**GOVERNMENT OF
THE PROVINCE OF BRITISH COLUMBIA**

represented by the

BC PUBLIC SERVICE AGENCY

and the

**B.C. GOVERNMENT AND SERVICE
EMPLOYEES' UNION (BCGEU)**

Representing employees of the

SOCIAL, INFORMATION & HEALTH COMPONENT

Effective from April 1, 2019 to March 31, 2022

ARTICLE 3 – HOURS OF WORK

- 3.1 Preamble (3.1 to 3.10 does not apply to former HAS classifications)**
Maintain current language.
- 3.2 Work Schedules (3.2 does not apply to former HAS classifications)**
Maintain current language.
- 3.3 Meal Periods (3.3 does not apply to former HAS classifications)**
Maintain current language.
- 3.4 Scheduling of Lieu Days (3.4 does not apply to former HAS classifications)**
Maintain current language.
- 3.5 Split Shifts (3.5 does not apply to former HAS classifications)**
Maintain current language.
- 3.6 Work Location (3.6 does not apply to former HAS classifications)**
Maintain current language.
- 3.7 Chaplains and Dieticians (3.7 does not apply to former HAS classifications)**
Maintain current language.
- 3.8 Camp Field Crews (3.8 does not apply to former HAS classifications)**
Maintain current language.
- 3.9 Compensation for Camping Programs (3.9 does not apply to former HAS classifications)**
Maintain current language.
- 3.10 Standby (3.10 does not apply to former HAS classifications)**
Maintain current language.
- 3.11 Hours of Work and Work Schedules (3.11 to 3.19 applies only to former HAS classifications only)**
Maintain current language
- 3.12 Work Schedules (3.12 applies only to former HAS classifications)**
Maintain current language
- 3.13 Interruptions in Work Patterns (3.13 applies only to former HAS classifications)**
Maintain current language
- 3.14 Rotation (3.14 applies only to former HAS classifications)**
Maintain current language
- 3.15 Christmas or New Year's Off (3.15 applies only to former HAS classifications)**
Maintain current language

- 3.16 **Request for Change of Ward or Equivalent Area or Shift Pattern** (3.16 applies only to former HAS classifications)
Maintain current language
- 3.17 **Change of Work Location** (3.17 applies only to former HAS classifications)
Maintain current language
- 3.18 **Split Shifts** (3.18 applies only to former HAS classifications)
Maintain current language
- 3.19 **Meal Periods** (3.19 applies only to former HAS classifications)
Maintain current language

ARTICLE 6 – CAREER DEVELOPMENT

- 6.1 **Purpose** (6.1 to 6.17 6.7 does not apply to former HAS classifications.)
Maintain current language.
- 6.2 **Subcommittees on Education and Training** (6.2 does not apply to former HAS classifications)
Maintain current language.
- 6.3 **Professional Development** (6.3 does not apply to former HAS classifications)
Maintain current language.
- 6.4 **Exchange Programs** (6.4 does not apply to former HAS classifications)
Maintain current language.
- 6.5 **Equipment Demonstrations** (6.5 does not apply to former HAS classifications)
Maintain current language.
- 6.6 **In-Service Examinations** (6.6 does not apply to former HAS classifications)
Maintain current language.
- 6.7 **Preparation for Examination** (6.7 does not apply to former HAS classifications)
Maintain current language.
- 6.8 **Training and Career Development (for former HAS classifications only)**
Maintain current language.

7.5 Safety Footwear - Agreed to:

Regular employees who are required by the Workers' Compensation Board Regulations or by the Employer to wear safety toe footwear in the performance of their regular duties, where not provided by the Employer, shall, upon presentation of a receipt evidencing the purchase of same, be reimbursed as follows:

- (a) Effective **April 1, 2022** ~~November 7, 2012: \$133.50~~ **\$160.00** biennially; and
- (b) effective April 1, **2023** ~~2016: \$136.80~~ **TBD** biennially; and

(c) effective April 1, ~~2024~~ 2018: \$140.95-TBD biennially.

Part-time regular employees shall receive this reimbursement on a pro rata basis.

Note: The 2023 and 2024 allowances will be increased by the percentage of the combined GWI and COLA for each respective year.

ARTICLE 8 – ANNUAL VACATIONS

8.1 Prime Time Vacation Period (8.1 to 8.3 does not apply to former HAS classifications)
Maintain current language.

8.2 Preference in Vacation (8.2 does not apply to former HAS classifications)
Maintain current language.

8.3 Vacation Schedules (8.3 does not apply to former HAS classifications)
Maintain current language.

8.4 Vacation Period (8.4 to 8.6 applies to former HAS classifications only)
Maintain current language.

8.5 Preference in Vacation (8.5 applies only to former HAS classifications)
Maintain current language.

8.6 Vacation Schedules (8.6 applies only to former HAS classifications)
Maintain current language.

ARTICLE 11 – AUXILIARY EMPLOYEES

11.1 Auxiliary Seniority Units
Maintain current language.

11.2 Auxiliary Days of Rest
Maintain current language.

11.3 Application of Agreement (11.3 to 11.4 for applies only to former HAS classifications only)
Maintain current language.

11.4 Clothing Allowance (11.4 applies only to former HAS classifications)
Maintain current language.

RENEWED - APPENDIX 1

Work Schedules

Maples Adolescent Treatment Centre, Burnaby

Further to Clause 3.2, the work schedule and shift patterns shall be as follows:

1. The shift patterns will be:
 - (a) 5 days on, 2 days off, 4 evenings on, 3 off, at 7.78 hours per shift. This schedule shall be Monday to Friday days and Monday to Thursday evenings.
 - (b) 4 nights on, 4 nights off, at 8.75 hours per shift. This schedule shall be Monday to Thursday nights.
 - (c) 3 nights on, 4 off, at 11.25 hours per shift. This schedule shall be Friday to Sunday.
 - (d) 2 days on, 5 days off, 11.50 hours per shift. This schedule shall be Saturday and Sunday.
2. The meal period shall be:
 - (a) 30 minutes for the 7.78 hour shifts, 8.75 hour shifts and 11.50 hour shifts.
 - (b) 45 minutes for 11.25 hour shifts.
3. The rest periods shall be:
 - (a) two rest periods of 15 minutes each for 7.78 hour shifts and 8.75 hour shifts.
 - (b) three rest periods of 15 minutes each for 11.25 hour shifts and 11.50 hour shifts.
4. Overtime shall be paid after the scheduled daily hours.
5. Compensation for statutory holidays has been scheduled throughout the year for shortfall or overage.
6. Annual hours of work and annual vacation entitlement calculation shall be in accordance with Clause 14.1 - Hours of Work and 14.3 - Conversion of Hours of the Main Public Service Agreement respectively.
7. Adjustments will be made by auditing each employee's work schedule at least two times a year for shortfall or overage.
8. The work schedule shall be a combination of shift patterns designed for Child Care Counsellors 18s and 21s to meet operational and training requirements, as mutually determined at the local level.

The parties agree that a local committee, consisting of two union representatives and two employer representatives shall meet, at the call of either party, to review and make recommendations regarding this appendix to the Component Bargaining Principals.

APPENDIX 2

Seniority Units

There is no intent to change the compliment of seniority units in the updating of Ministry names

BC HUMAN RIGHTS TRIBUNAL

Maintain current language

BC LIQUOR DISTRIBUTION BRANCH

Maintain current language

BC PENSION PLAN CORPORATION

Maintain current language

ENVIRONMENT **ENVIRONMENTAL** ASSESSMENT OFFICE

Maintain current language

FOREST PRACTICES BOARD

Maintain current language

ISLANDS TRUST

Maintain current language

ROYAL BC MUSEUM

Maintain current language

MINISTRY OF ~~ABORIGINAL~~ **INDIGENOUS** RELATIONS AND RECONCILIATION

Maintain current language

MINISTRY OF ADVANCED EDUCATION **AND SKILLS TRAINING**

Maintain current language

MINISTRY OF AGRICULTURE, **FOOD AND FISHERIES**

Maintain current language

MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT

1. Lower Mainland

- (a) Richmond, West Vancouver, North Vancouver, Vancouver
- (b) Upper Fraser (Hope, Chilliwack, Abbotsford, Mission)
- (c) South Fraser (Surrey, Delta, White Rock, Langley)
- (d) North Fraser (New Westminster, Burnaby, Tri-Cities, Maple Ridge)
- (e) Powell River

Note: 1(a) & (d) are considered to be one unit for auxiliary employees hired on or before November 7, 2012.

2. Maples Adolescent Treatment Centre

3. Burnaby Youth Custody Service Centre

4. Youth Forensic Psychiatric Services including Inpatient Assessment Unit, Lower Mainland (Burnaby, Langley and Vancouver)

5. Youth Forensic Psychiatric Services Victoria

6. Youth Forensic Psychiatric Services Nanaimo

7. Youth Forensic Psychiatric Services Kelowna

8. Youth Forensic Psychiatric Services Kamloops

9. Youth Forensic Psychiatric Services Prince George

10. Provincial Services Residential Services for the Deaf and Hard of Hearing

11. Victoria - Headquarters - by Division - Capital Region

After hours in the province are part of the regular Ministry of Children and Family Development for their seniority unit.

The following locations are separate seniority units:

Provincial Centralized Screening

Kootenays

- Grand Forks
- Kimberley
- Castlegar
- Clearwater
- Cranbrook
- Nakusp
- Creston
- Nelson
- Fernie
- Golden
- Revelstoke
- Invermere
- Trail

North

- Kitimat
- Bella Coola
- Mackenzie
- Burns Lake
- Masset
- Chetwynd
- McBride
- Dawson Creek
- Prince George
- Dease Lake
- Prince Rupert
- Fort Nelson
- Queen Charlotte City
- Fort St. James
- Quesnel
- Fort St. John
- Smithers
- Terrace
- Hazelton
- Vanderhoof

Interior

- Ashcroft
- Penticton
- Kelowna

- Vernon
- Oliver
- Merritt
- Lillooet
- Princeton
- Salmon Arm
- Kamloops
- 100 Mile House
- Williams Lake

Vancouver Island

- Campbell River
- Parksville
- Courtenay
- Port Alberni
- Duncan
- Port Hardy
- Nanaimo/Ladysmith

Coast Fraser

- Bella Coola
- Powell River
- Bella Bella
- Balance of ministry - by geographic location

MINISTRY OF COMMUNITY, **TOURISM, ARTS, CULTURE, AND** ~~SPORT AND CULTURAL DEVELOPMENT~~
Maintain current language

MINISTRY OF EDUCATION
Maintain current language

MINISTRY OF ENERGY, MINES AND **LOW CARBON INNOVATION** ~~MINISTRY RESPONSIBLE FOR CORE REVIEW~~
Maintain current language

MINISTRY OF ENVIRONMENT **AND CLIMATE CHANGE STRATEGY**
Maintain current language

MINISTRY OF FINANCE
Maintain current language

Gaming Policy and Enforcement Maintain
current language

MINISTRY OF FORESTS, LANDS AND NATURAL RESOURCE OPERATIONS

1. AND RURAL DEVELOPMENT

Maintain current language

MINISTRY OF HEALTH
Maintain current language

MINISTRY OF INTERNATIONAL TRADE and MINISTRY RESPONSIBLE FOR ASIA PACIFIC STRATEGY
and MULTICULTURALISM
Maintain current language

2. **MINISTRY OF JOBS, ECONOMIC RECOVERY, AND INNOVATION** ~~TOURISM AND SKILLS~~
~~TRAINING AND MINISTER RESPONSIBLE FOR~~ **MINISTRY OF LABOUR**

Maintain current language

MINISTRY OF JUSTICE **PUBLIC SAFETY AND SOLICITOR GENERAL**

Community Corrections Fraser Metro Region – **One unit:**

- ~~Central Monitoring Unit (moving to Island Coastal)~~
- ~~Delta/ West Surrey~~
- ~~Langley~~
- ~~New Westminster~~
- ~~Surrey North~~
- ~~Surrey South~~
- ~~Tri Cities~~
- ~~Surrey East~~
- **Surrey North; Surrey South; Surrey East; Delta/ West Surrey; Langley; Tri Cities; Maple Ridge**

Interior Fraser Region – **Seven units:**

- Abbotsford; Chilliwack
- Castlegar
- Cranbrook
- Kelowna
- ~~Maple Ridge~~
- Penticton
- Vernon
- **Salmon Arm**

Northern **Interior** Region – **eleven units:**

- Dawson Creek
- Fort St John
- Kamloops
- Merritt
- Prince George
- Prince Rupert
- Quesnel
- ~~Salmon Arm~~
- Smithers
- Terrace
- Vanderhoof
- Williams Lake

Island Coastal **Region – eight units:**

- Campbell River

- ▲ Courtenay
- ▲ Duncan
- ▲ Powell River
- ▲ Nanaimo; **Parksville**
- ▲ ~~North Shore~~
- ▲ Port Alberni
- ▲ Port Hardy
- ▲ ~~Sechelt~~
- ▲ ~~Squamish~~
- ▲ Victoria Court, Saanich, Western Communities

Vancouver Metro **Region – Three units:**

- ▲ ~~Burnaby~~
- ▲ ~~Richmond~~
- ▲ ~~Vancouver Court Office, Vancouver East and West, Vancouver South~~
- ▲ ~~Vancouver Intensive Supervision Unit~~
- ▲ **Vancouver Court Office, Vancouver East; Vancouver West; Vancouver South; Burnaby; Richmond; North Shore; New Westminster; Vancouver Integrated Supervision Unit; Downtown Community Court; Drug Treatment Court of Vancouver**
- ▲ **Squamish**
- ▲ **Sechelt**

Strategic Operations Division (Victoria) – One unit:

- ▲ **Central Monitoring Unit**

MINISTRY OF ATTORNEY GENERAL

Family Justice Services

1. ~~Prince George Family Justice Centre (FJC)~~
2. ~~Terrace FJC~~
3. ~~Kelowna FJC~~
4. ~~Vernon FJC~~
5. ~~Penticton FJC~~
6. ~~Cranbrook FJC~~
7. ~~Nelson FJC~~
8. ~~Kamloops FJC~~

Northern Region – Two units:

- **Prince George Family Justice Centre**
- **Terrace Family Justice Centre**

Interior Region– Six units:

- **Kelowna Family Justice Centre**
- **Vernon Family Justice Centre**
- **Penticton Family Justice Centre**
- **Cranbrook Family Justice Centre**
- **Nelson Family Justice Centre**

- **Kamloops Family Justice Centre**

Lower Mainland Region– nine units:

- Abbotsford FJC, **Justice Access Centre** NIF (North, Interior, Fraser) Family Justice Services Regional Office
- Surrey FJC **Justice Access Centre**
- Langley-FJC **Family Justice Centre**
- Chilliwack-FJC **Family Justice Centre**
- New Westminster-FJC **Family Justice Centre**
- Richmond FJC **Family Justice Centre**
- Vancouver-FJC **Family Justice Centre**, Vancouver City Centre FJC **Justice Access Centre**, North **Vancouver Shore FJC Family Justice Centre**
- Port Coquitlam FJC **Family Justice Centre**
- Maple Ridge FJC **Family Justice Centre**

Island Coastal Region– six units:

- Powell River-FJC **Family Justice Centre**
 - Courtenay FJC **Family Justice Centre**
 - Campbell River FJC **Family Justice Centre**
 - Nanaimo FJC **Justice Access Centre**
 - Duncan-FJC **Family Justice Centre**
 - Victoria FJC, ~~Vancouver Metro/Vancouver Island Family Justice Services Regional Office,~~ **Justice Access Centre**
- ~~Balance of ministry~~ by geographic location

MINISTRY OF SOCIAL DEVELOPMENT AND SOCIAL INNOVATION **POVERTY REDUCTION**

Maintain current language

MINISTRY OF ~~TECHNOLOGY, INNOVATION AND CITIZENS' SERVICES~~

Maintain current language

MINISTRY OF TRANSPORTATION AND INFRASTRUCTURE

Maintain current language

MINISTRY OF MENTAL HEALTH AND ADDICTIONS (NEW MINISTRY)

MINISTRY OF HOUSING (NEW MINISTRY)

MINISTRY OF MUNICIPAL AFFAIRS (NEW MINISTRY)

RENEWED - APPENDIX 3

Hot Products and Special Apparel

Archivist 1-4

Economist 1-3

Education Officer 2-(formerly classified Assistant Director of Curriculum Post-Secondary)

Education Officer 3-(formerly classified Registrar, Correspondence Education)

Education Officer 3-(formerly classified Supervisor Correspondence Education)

Education Officer 3-(formerly classified Tourist Service Chairman)

Education Officer 3-(formerly classified Student Placement Officer)

Librarian 1-4

Research Officer 1-5

1. No employee who falls within a classification herein described shall be required to handle any product declared by the BC Federation of Labour to be a "*Hot Product*".
2. If a particular type of work clothing or special apparel is required by the nature of the employee's job, such clothing or apparel shall be provided by the Employer to those employees who fall within the classification herein described.

APPENDIX 4 Workload

It is in the interest of the Employer and the employees that all employees are aware of their job expectations and responsibilities.

It is the responsibility of supervisors and managers to ensure that staff perform their duties in accordance with Ministry Policies and Procedures and to ensure that procedures are in place to address statutory service demands.

Where an employee is concerned that they cannot complete assignments or respond to urgent matters to fulfil statutory and other obligations to a client(s), it is their responsibility to immediately seek advice and direction from their direct supervisor.

Where work demands and priorities cannot be accomplished within appropriate time frames, supervisors must consult with management and management will determine methods and procedures regarding work demands and priorities to ensure that service quality is maintained by employees and the Employer.

To assist in achieving the above objectives, the following procedures shall be utilized when an employee is of the opinion that they are unable to fulfil statutory and other obligations to a client(s) because of their work demands. All participants in these procedures will act in a timely and expeditious fashion at each stage. Where the employee is not satisfied with the timeliness of the response at any stage, they may proceed to the next stage.

Stage 1

The employee shall discuss the matter with their direct supervisor and specify what work demands are causing them to be unable to fulfil the statutory and other obligations of their job. The direct supervisor will direct the employee as to the manner in which the employee should proceed in order for the employee to carry out their assigned duties. Within 14 days the supervisor will attempt to resolve the matter.

Stage 2

If after the completion of Stage 1, the employee continues to hold the opinion that they are unable to fulfil statutory and other obligations to a client(s) because of the specified work demands, then the employee will advise their direct supervisor, in writing on the agreed form, of this fact, giving reasons and details of the work demands which give rise to the employee's continuing view that they are unable to fulfil the statutory and other obligations of their job. These details shall include identification of the specific legislative and other provisions which the employee believes they are unable to fulfil.

A designated representative of the Ministry, who is excluded from the bargaining unit, will develop with the supervisor a written direction to the employee within 14 days as to how the employee is to proceed

in order for the employee to fulfil statutory and other obligations to a client(s). Responsibility for any consequences of complying with the direction will not rest with the employee. The designated representative of the ministry shall ensure that a copy of the documentation including the written direction will be forwarded to the next level of excluded manager and to the local union chair through the union area office **within fifteen (15) working days of the direction being given to the employee. Written directives shall be reviewed with the supervisor and employee every six months until the Employer notifies the employee in writing that the matter has concluded.**

Stage 3

Should the employee continue to hold the opinion that they are unable to fulfil their statutory and other obligations after the completion of Stage 2, the employee may refer the matter, in writing, to the Article 29 Committee. The Article 29 Committee shall develop process and procedures appropriate to the Ministry context to address the issues, including establishing subcommittees where appropriate. The Article 29 Committee will provide a response within 30 days of the matter being reviewed at the Committee. The employee will be provided with a copy of this response in writing. Responsibility for any consequences of complying with the direction will not rest with the employee.

A copy of the complete documentation regarding the matter will be provided to the Deputy Minister.

This appendix is not subject to the grievance or arbitration procedures of Articles 8 and 9 of the Master collective agreement.

RENEWED - APPENDIX 5

Hours of Work - Systems Employees

The parties agree that a committee, consisting of two union representatives and two employer representatives shall meet, at the call of either party, to review and make recommendations regarding hours of work for employees in the Social, Educational and Health Services Component employed in systems classifications.

Recommendations must be consistent with the terms of the **19th** Main Public Service Agreement and will be submitted to the Component Principals for approval.

~~Dated: August 18, 1998~~

Dated: _____

RENEWED - APPENDIX 6

Vacation Units pursuant to Clause 8.5 - Preference in Vacation

Ministry of Children and Family Development

1. Provincial Services
 - (a) Dietary Services
2. Provincial Services for the deaf and hard of hearing
3. Youth Forensic Psychiatric Services
 - (a) In-patient assessment unit

RENEWED - APPENDIX 7

Work Locations pursuant to Clause 3.17 - Change of Work Location

Ministry of Children and Family Development

1. Provincial Services
 - (a) Dietary Services
2. Provincial Services for the deaf and hard of hearing
3. Youth Forensic Psychiatric Services
 - (a) In-patient assessment unit

RENEWED - APPENDIX 8

SPLIT SHIFTS PURSUANT TO CLAUSE 3.18 - SPLIT SHIFTS

RENEWED - APPENDIX 9

Former Hospital & Allied Services Classifications

Activity Worker R7 to R24
Building Maintenance Worker R6
Building Service Worker R9 to R13
Food Production Services R7 to R18
Forensic Security Officer R11 to R14
Hair groomer R13 to R14
Health Care Worker R9 to R13
Laundry Worker R6 to R9
License Practical Nurse R14
Sewing Machine Operator R7 to R14

NEW - APPENDIX 10

Mental Health Supports

The Employer and the Union are committed to fostering a healthy workplace and supporting the mental health of Component 6 employees.

There shall be established a sub-committee under Article 29 of the Main Agreement consisting of two union representatives and two employer representatives. The sub-committee shall meet at a minimum of two occasions per calendar year.

The sub-committee is authorized to:

- (1) identify gaps in existing mental health supports, and recommend mitigations; and
- (2) provide context regarding the unique nature of employee roles and responsibilities to facilitate access to appropriate supports.

Existing Article 29 sub-committees may be utilized for this purpose.

RENEWED - LETTER OF INTENT 1
Recreational Use of Employer's Vehicles
and Communication Facilities

It is the intent of the Employer that where employees are required to obtain accommodation at a point distant from their place of residence, they will be permitted reasonable personal use of an employer's vehicle, if available, during their nonworking hours.

The Employer recognizes the frequent isolation of some of the employees as a result of the nature and location of the Employer's operations. The Employer, therefore, agrees to permit reasonable personal use by employees in Appendix 3 of the communication facilities at the worksite.

Dated: August 18, 1998

This letter shall exist for no longer than the term of the 18th 19th Social, Information and Health Component Agreement

Dated: May 1, 2018

Dated: _____

RENEWED - LETTER OF INTENT 2
Security for Employees

It is the intent of the parties that employees, in workstations where there is a potential for violence from outside parties, shall pursue the matter through Local Occupational Health and Safety Committees.

Appropriate security systems shall be considered by the Local Occupational Health and Safety Committees. The Ministries affected shall use the information and recommendations from these committees to continue, on an ongoing basis, the implementation of security systems, subject to such matters as:

- (1) physical structure of the offices
- (2) funding being available
- (3) priorities of facilities to be affected
- (4) type of system to be adopted
- (5) employer and employee wishes

Dated: August 18, 1998

This letter shall exist for no longer than the term of the 18th 19th Social, Information and Health Component Agreement

Dated: May 1, 2018

Dated: _____

RENEWED - LETTER OF INTENT 3
Ministry for Children & Family Development

(1) Audits

- (a) The Employer and the Union recognize that operational reviews and practice audits can contribute to improve the quality of service to the public and enhance employee performance.
- (b) The Employer agrees that any audit or review will utilize the ministry standards in place at the time of service to evaluate the quality of the work.
- (c) The Employer agrees that data collected from audits or reviews is confidential and, subject to requirements of applicable legislation, will only be released publicly in a manner that individuals are not identified.
- (d) Should an individual need to be identified internally, or should corrective action be required, the standard of just cause will apply.

(2) Training

- (a) Employees will be trained as required for new or significantly changed programs, services, procedures or protocols.
- (b) The ministry will advise the Union with as much advance notice as possible of the new or changed programs, services, procedures or protocols, in order that consultation may take place, where warranted.
- (c) The employee will be advised, prior to training, of the required standard.

(3) Provincial Legislation

- (a) No employee will be directed to act in contravention of any provincial statute or regulation.

Dated: August 18, 1998

This letter shall exist for no longer than the term of the ~~18th~~ **19th** Social, Information and Health Component Agreement

Dated: May 1, 2018

Dated: _____

RENEWED - LETTER OF UNDERSTANDING 1
Workload

This letter is to confirm, on behalf of the Employer bargaining committee, assurances made to your committee during the 12th Social, Education & Health Services Component negotiations.

Employees are expected to work their scheduled hours of work and to do so in an efficient manner. Employees should not work unpaid overtime hours to complete work they are unable to complete in their scheduled shift.

Dated: January 17, 2001

This letter shall exist for no longer than the term of the 18th 19th Social, Information and Health Component Agreement

Dated: May 1, 2018

Dated: _____

RENEWED - LETTER OF UNDERSTANDING 2 **Workload**

This is to confirm the agreement of the Employer that the Ministry of Social Development and Poverty Reduction (or its successor ministry) Article 29 Committee will conduct a workload analysis where the Committee has concluded that it would contribute to correcting conditions causing grievances and misunderstandings. The Committee will make appropriate recommendations. Consideration will include a determination of the level at which the analysis should occur, whether office by office, or an individual level, or generically.

Dated: January 19, 2001

This letter shall exist for no longer than the term of the 18th 19th Social, Information and Health Component Agreement

Dated: May 1, 2018

Dated: _____

RENEWED - LETTER OF UNDERSTANDING 3 **Training for IT Workers**

This letter will confirm our understanding that the Employer and Union will establish a committee to discuss skills acquisition and development for Systems employees within the Public Service.

The Committee will be comprised of an equal number of union and employer representatives and will meet at the call of either party.

It is further understood that this letter in no way amends, modifies or alters the terms of the 18th 19th Public Service or Social, Information & Health Component Agreement(s).

The Committee shall exist for no longer than the term of the 18th 19th Social, Information & Health Component Agreement.

Dated: February 19, 2010

Dated: _____