

HEABC and HSPBA 37.5 Hour Work Week Implementation Process

The Health Employers Association of BC (HEABC) and the Health Sciences Professional Bargaining Association (HSPBA) agree to the following guidelines when implementing the new 37.5 hour workweek:

1. Since most, if not all, work schedules will need to be revised to reflect the new workweek, this document serves as notice and satisfies the requirement to issue 90 days' notice in the January 30, 2013 Letter of Agreement.
2. All other provisions of the Memorandum re: Transition to the 37.5 Hour Work Week and the January 30, 2013 Letter of Agreement (both attached) remain in effect.
3. An extended hours schedule is any schedule with work days in excess of 7.5 hours per day.
4. When revising current extended hours schedules, the new schedules developed for the 37.5 hour work week may result in either of the following outcomes, subject to the criteria set-out in paragraph 5 below:
 - a. Current extended hours schedules (including those formerly referred to as EDO, ATO, etc.) may be eliminated
 - b. Current extended hours schedules may be modified into similar or different extended hours schedules
5. In establishing the new schedules, the parties agree that the following procedure will be followed at the affected department/work-unit with the assistance of Union stewards or representatives if required:
 - a. The Employer must give the Union and the affected employees an outline of its service delivery objective(s) (e.g. service days and hours). The Employer may propose a specific work schedule which meets its objective(s).
 - b. The Employer must give the employees a reasonable opportunity (at least 2 weeks) to propose a work schedule or, if the Employer proposed a work schedule, provide a response or alternative to the Employer's proposed schedule.
 - c. The Employer must consider any proposals which the employees put forward and, if the proposal is rejected, provide an explanation in light of its service delivery objective(s).
6. A 52 week scheduling period (1950 hours) shall be used for the purpose of developing work schedules. This does not alter any rights or entitlements of employees under the Collective Agreement.

7. The Employer may commence the process set-out in paragraph 5 above as soon as possible but no later than 60 days prior to implementation of the 37.5 hour work week and must complete the process no later than 30 days prior to implementation of the 37.5 hour work week.
8. The parties agree that the process set-out above is considered to satisfy the requirements of section 54 of the Labour Relations Code, if it applies.
9. Following implementation of the 37.5 hour work week, any changes to work schedules, including the creation of new extended hours schedules, shall be done in a manner consistent with the Collective Agreement.

All of which is agreed this Monday, April 15, 2013:

Signed on behalf of HEABC:



Signed on behalf of the Health Science Professionals (HSP):


