

**2012 Collective Bargaining in the Health Sector**  
**Renewal of the 2010-2012 Health Science Professionals (HSP)**  
**Collective Agreement**

Amend the collective agreement, by adding the following Memorandum of Understanding:

**MOU - Transition to 37.5 Hour Work Week**

During collective bargaining the parties agreed to a thirty seven and one-half (37.5) hour work week.

The Employer agrees that this will not result in any layoffs for health science professionals and will be done in a manner that minimizes the impact of these changes on individual health science professional's employment and security.

It is recognized that in many areas it will be necessary to revise the rotations and/or shift schedule in order to implement the thirty seven and one-half (37.5) hour week. The parties commit to work together to ensure a smooth transition as a result of changes to rotations and/or shift schedules due to increased hours of work.

In order to minimize impact of the transition to the thirty seven and one-half (37.5) hour work week, the Employer agrees to consider the following options:

- a) Regularization of casual and overtime hours (part-time or full-time basis), such as creating built in vacation relief.
- b) Use of current vacancies to maintain current part-time employee's hours of work.
- c) Offer job shares as per Appendix 8.
- d) Other options as mutually agreed between the Union and the Employer.

The Employer and the Union agree to develop a process to expedite the building of the rotations and/or shift schedules.

All of which is agreed this Wednesday, January 30, 2013.

**Signed on behalf of the HEABC:**



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



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