

SETTLEMENT AGREEMENT

GOVERNMENT OF THE PROVINCE OF BRITISH COLUMBIA
AS REPRESENTED BY THE B.C. PUBLIC SERVICE AGENCY

(the "Employer")

and

THE B.C. GOVERNMENT AND SERVICE EMPLOYEES' UNION

(the "Union")

(collectively the "Parties")

Background

The Union filed grievances on behalf of Cari Monteith (Grievance No. 141704) and Sheryl Williamson (Grievance No. 159894) regarding their entitlement to receive ETO for remaining at their work stations during hospital escorts (the "Grievances"); and,

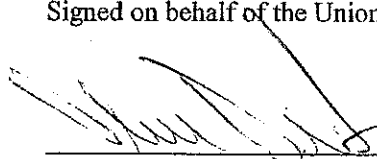
The Parties wish to resolve the Grievances.

Now therefore, in consideration of the mutual promises contained herein, the Parties agree as follows:

1. The Employer shall bank 30 minutes of ETO for Ms. Monteith and 90 minutes of ETO for Ms. Williamson.
2. When the Employer has banked the ETO for Ms. Monteith and Ms. Williamson the Union shall withdraw the Grievances on a without precedent or prejudice basis.
3. The Employer agrees to implement the policy attached as Appendix "A" (the "Hospital Escort Rest Period Policy").
4. The Parties agree to monitor the Hospital Escort Rest Period Policy for a period of one year after the date of this agreement (the "Monitoring Period").
5. The Parties agree to review the implementation of the Hospital Escort Rest Period Policy once every three months during the Monitoring Period at either an Article 3.1 Committee Meeting or an Article 3.1 "Light" Committee Meeting.
6. The Hospital Escort Rest Period Policy shall not be interpreted in a manner that is inconsistent with Article 14.4 of the Master Agreement.
7. The Employer shall amend its Adult Custody Policy and local standard operating procedures as required to allow COs on Double Staffed Escorts under the Hospital Escort Rest Period Policy to relieve each other.
8. During the Monitoring Period either party may request the assistance of Arbitrator John Hall to resolve issues which may arise under the Hospital Escort Rest Period Policy.

9. The Parties agree that Arbitrator Hall shall retain jurisdiction to resolve any issues arising from the implementation of this agreement.

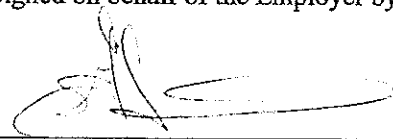
Signed on behalf of the Union by,



Oliver Demuth

Date: November 22/2015

Signed on behalf of the Employer by,



Sue Godwin

Date: Nov 23/05.