

## MEMORANDUM OF AGREEMENT

### RE: Vacant Shifts

Between

B.C. Government and Service Employees' Union (BCGEU) *the "Union"*

And

Protrans BC Operations Ltd. (PROTRANS) *the "Employer"*

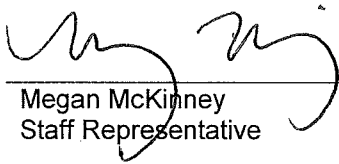
#### Preamble:

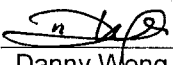
The parties recognize that there is practical benefit to establishing an administrative mechanism to backfill temporarily vacated shifts. Should an employee temporarily vacate their shift position for a period that exceeds, or is expected to exceed three months, and the Employer decides that backfilling is necessary, the parties hereby agree to the following effective September 15, 2017:

1. The Employer shall distribute the opportunity for a qualified employee to take the temporarily vacated shift (not considered a job posting as per Article 12) This distribution will include the line number, the shift times and rotation;
2. The distribution for the opportunity shall close after five calendar days;
3. The vacant shift shall be awarded to the most senior qualified volunteer who responded within the distribution period;
4. The statutory holidays assigned to the successful volunteer in the shift they vacated will also be vacated and repopulated using the stat list. For additional clarity, employees on the stat list will be called in order of seniority to volunteer for the vacated stats;
5. If an employee who has a similar schedule uses the opportunity to simply shift rotations it shall be deemed to have met the obligations of this agreement;
6. The resulting vacancy from this temporary staff movement will not be and shall not be compelled to be distributed;
7. The resulting vacancy from this temporary appointment shall be filled by the most junior qualified employee that is not already serving or already served (within the calendar year) in a temporary appointment of this nature;
8. This does not prejudice Articles 6, 14.3, 14.4, or any other Article of the collective agreement. Instead it temporarily alters the application of Article 15.4(j). For additional clarity, the temporary appointments will remain in effect until up to the next shift sign up;
9. This agreement expires along with the current collective agreement on December 31<sup>st</sup>, 2019 and must be renegotiated or renewed between the parties in order to be deemed to continue.

SIGNED ON BEHALF OF BCGEU

SIGNED ON BEHALF OF PROTRANS

  
Megan McKinney  
Staff Representative

  
Danny Wong  
Manager, Human Resources

Dated this 6<sup>th</sup> day of September 2017.