

Memorandum of Understanding
Hospital Employee's Union "Employer"
And
Hospital Employee's Union Staff Union "Union"

The parties agree to provide casual employees in posted positions with more certainty about their posted status.

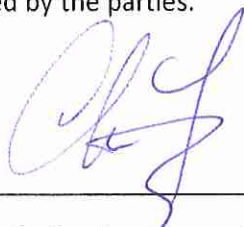
It is the intent of the parties to reduce the number of postings that flow from casual employees attempting to place themselves in the longest lasting return of incumbent posting while maintaining their benefits as per the collective agreement.

The parties agree to the following interpretation of Article 6.11:

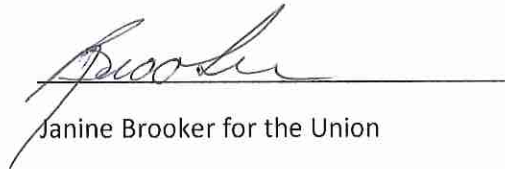
- When there is more than one casual posted return of incumbent position in the same classification (excluding switchboard) and location, casual employees in those posted positions will retain posted position status in order of seniority.
- There will be no requirement to apply on each additional posted position.
- At the conclusion of any return of incumbent posted position, the junior casual within the classification and location will lose "posted casual status".
- This will continue so that the most senior casuals remain in postings for the longest period of time.
- The Employer will inform the Union of any new/changing temporary postings.

The parties agree that this process shall remain in effect from the date signed until March 31, 2018.

Signed by the parties.



Chris Finding for the employer



Janine Brooker for the Union