

## Memorandum of Agreement

Between

North Okanagan Hospice Society ("NOHS") and the BC Nurses' Union ("BCNU")

Date: November 22, 2023

RE: Mandatory First Aid for RHCA's change to RN's

Duration: Starting January , 2024 and ongoing

BCNU and NOHS: On a without prejudice and without precedent basis, and without any impact on any future bargaining, the BCNU agrees to the terms of this Memorandum of Agreement.

Due to the change in staffing schedule starting January 7<sup>th</sup>, 2023, with no RHCA's working on night shift, NOHS would like to make a change in Article 27.06 from RHCA's to RN's. The language would then read:

First Aid training is mandatory for all RN's whether regular or casual. The employer will pay for the cost of the first aid course as well as the wages at the regular straight time rate for the day of training.

The parties have agreed the North Okanagan Hospice Society ("NOHS") will make the change to Article 27.06 for unionized staff in accordance with the following:

- 1) The Bargaining unit staff affected will be trained over the next 6 weeks.

Signatures:



Lisa Matthews, Executive Director  
Team Lead North Okanagan Hospice Society



Dec. 12, 2023

Carmen Jervis, Labour Relations Officer  
BC Nurses' Union