

LETTER OF INTENT

between

Association of Unions

and

**Health Employers Association of British Columbia
("HEABC")**

Re: Clerical Benchmark Series

WHEREAS introduction of new technology is having a significant impact on the clerical job family,

WHEREAS the existing clerical benchmarks have not been reviewed since their introduction,

WHEREAS the parties recognize the need to create new benchmarks, modify existing benchmarks, and/or delete redundant benchmarks.

THEREFORE, the Parties will conduct a joint review of the Clerical Benchmark Series. This review will commence not later than sixty (60) days following the effective date of the renewal Facilities Subsector Collective Agreement and will conclude within twelve (12) calendar months of commencement. To support the above work, three million dollars (\$3,000,000) in total cumulative funding over the four (4) year term of the renewal Facilities Subsector Collective Agreement will be allocated. It is understood that any adjustments to wage rates shall be effective April 1, 2007 and shall not exceed a total cumulative cost of one million dollars (\$1,000,000) for fiscal 2007/2008. The parties agree that the allocation of three million dollars (\$3,000,000) addresses the total amount required to complete this review of the Clerical Benchmark series.