

Agreement

Between

Hospital Employees' Union (HEU)

And

Northern Health Pharmacy Services

RE: Pathways to Regulated Pharmacy Technician (RPT) Positions

Without Prejudice or Precedent

This agreement is intended to outline the parties' mutual intent with respect to Pharmacy Assistant employees represented by the HEU in the Northern Health Authority transitioning into the Regulated Pharmacy Technician role, as required by newly introduced legislation. The parties agree as follows:

Conditional conversion opportunities (CCO) will be available to regular full-time and regular part-time staff as per Appendix A under the following terms:

- A list of positions identified as CCO is attached as Appendix A.
- CCOs will be available on the following dates: July 15, 2012, October 1, 2012, February 1, 2013, and June 1, 2013.
- Each round of CCOs will be announced through an Expression of Interest which will be posted seven calendar (7) days. Closing dates will be July 22, 2012, October 8, 2012, February 8, 2013 and June 8, 2013.
- Through CCOs, individuals may not apply on other individuals' positions. Individuals are essentially applying into their own positions with the added requirement of Regulation.
- New job descriptions will not be drafted for the purposes of the CCO's. For the time being, the CCOs will be considered to be identical to the individual's current job description except for the added qualification that the employee is pursuing the Regulated Pharmacy Technician designation. The parties understand this is not the draft of the permanent job description for a Regulated Pharmacy Technician position; rather it is a way to identify the individuals who are in the

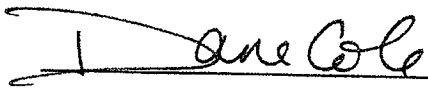
process of becoming regulated and who wish to perform the regulated role for their current employer.

- The benchmark and wage rate issue will be dealt with separately and has been referred to a Classification Hearing set for the spring of 2012. If there is a new rate as a result of the Classification Hearing, the applicable rate will be paid retroactively to those it applies to effective the date the individual was registered and fully qualified as a Registered Pharmacy Technician.
- Applicants may be full-time or part-time. Only regular employees working at the site and in the Pharmacy Department on the closing date of the CCO are eligible to apply.
- Interested CCO applicants will submit an expression of interest via email to the Regional Director of Pharmacy by the closing date of the posting.
- Selection will be by seniority in the event there are more applicants than conversion opportunities at the identified site. This will be done on a round by round basis. Once successful in a CCO position an employee will not be removed by a more senior applicant who expresses an interest in a subsequent CCO round.
- Successful applicants will be notified within seven (7) days of the closing date of the CCO.
- Successful applicants for the CCOs must provide proof, in writing, of pre-registration with the College of Pharmacists of BC within 30 days of being notified of their success. Failure to provide proof of pre-registration within 30 days will result in the CCO offer being rescinded and offered to the next most senior employee who expressed an interest by the CCO closing date.
- Pharmacy Services will provide a list of successful applicants to HEU after each closing date.
- Successful applicants will have 24 months from the date they are notified they are a successful applicant to become Regulated Pharmacy Technicians. If they are not registered by that time, they will forfeit the CCO. If any Pharmacy Assistant is unable to achieve the requirements within that time, and there are extenuating circumstances for non-completion, the employer may consider extension of the deadline to achieve the requirements for that individual.
- Upon proof of registration, the incumbent's position will be converted to a Regulated Pharmacy Technician position. After the position is converted the

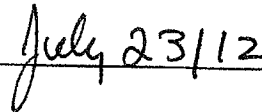
employee will be required to fulfill the duties of the Regulated Pharmacy Technician Job Description and will serve a 3 month qualifying period as per article 14.02 of the Facilities Bargaining agreement.

- Northern Health is committed to assisting employees in achieving the Regulated Pharmacy Technician designation. Northern Health is able to commit to the following financial assistance for employees who have been approved for a CCO.
 - Reimbursement of up to \$1500.00 of bridging course(s) fees.
 - Up to \$750.00/year through the Northern Health Tuition Reimbursement Program (policy attached).
 - Up to \$300.00 from the Spirit of the North Foundation.
 - \$500.00 reimbursement for the qualifying exam expenses. *This \$500.00 is for successful CCO applicants only.*

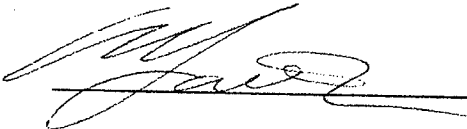
This Agreement expires on December 31, 2015



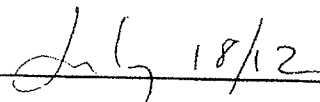
Northern Health Pharmacy Services



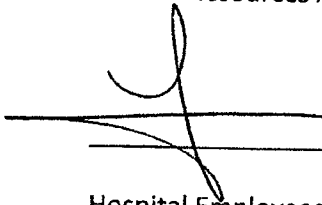
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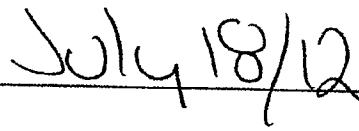
Human Resources Advisor



Date



Hospital Employees' Union



Date