

**MEMORANDUM OF AGREEMENT – WORKING CONDITIONS
FOR DEPARTMENT OF COMMUNITY SERVICES
CHILD PROTECTION SOCIAL WORKERS**

Whereas four joint, Labour-Management Committees in the Department of Community Services (“the Labour-Management Committees”) have made a series of recommendations regarding the working conditions of Social Workers in Child Protection Programs operated by the Department;

And Whereas a number of those recommendations deal with matters that fall under the Civil Service Agreement, including the use of standby and standby rates, retention incentives including for rural and remote areas, and Occupational Health and Safety;

And Whereas the parties are committed to the implementation of measures that respond to the recommendations identified by the Labour Management Committees;

The Parties hereby agree as follows:

1. No later than December 31, 2022, the Parties will present to a Joint Committee any proposals for implementation of the recommendations which deal with matters that fall under the Civil Service Agreement. No proposal will be presented without the mutual agreement of the Parties.
2. The Joint Committee will be made up of four (4) representatives designated by the Employer and four (4) representatives designated by the Union.
3. The Joint Committee will meet as soon as practicable after receiving the proposals and will agree on the terms by which those proposals are to be implemented.
4. If the Joint Committee is unable to agree on the terms by which any proposal is to be implemented, the Parties will refer the matter for determination by an adjudicator from the roster referenced in Appendix 10 of the Civil Service Agreement.