

**BCGEU LOCAL ISSUES AGREEMENT**

This is a local issues Agreement between the (BCGEU) and AXIS Family Resources Ltd. (Quesnel and Prince George).

**1. Article 14.2 Hours of Work**

- 14.2(a) - The current regular hours of work are between 35 and 40 hours per week.
- 14.2(b)(4) - Current regular scheduled shifts of less than four hours are: None.
- 14.2(b)(4) - Currently regular scheduled shifts of less than 4 hours are: the employer will not schedule less than 4 hour shifts.
- 14.2(f) - 24-hour live-in shifts. Not Applicable. The employer will not schedule 24 hour live- in shifts.
- 14.2(g)- Extended Hours Shifts

Employees working a 12-hour schedule in housing programs shall be entitled to the full benefits of the collective agreement with the following exceptions:

- (a) Employees shall work an average of 36 hours per week.
- (b) Employees shall be scheduled for 3 consecutive day or night shifts.
- (c) No employee shall be required to work back-to-back 12-hour shifts.
- (d) Employees shall be scheduled for 4 consecutive days of rest.
- (e) Employees working a 12-hour schedule in housing programs shall receive compensation as follows:
  - (i) Employees scheduled in housing programs funded by Community Living BC shall be compensated at Grid 10.
  - (ii) Employees scheduled in housing programs funded by the Ministry of Children & Family Development shall be compensated at Grid 11.
- (f) Daily overtime for employees working a 12-hour schedule shall commence after the completion of the scheduled shift.

**2. List all current programs and a list of all worksites with mailing address:**

AXIS Family Resources Ltd.	MCFD Funded Home
Office	3482 Morast Street
160 Barlow Avenue	Quesnel, BC
Quesnel, BC	V2J 5E8
V2J 2B7	

**BCGEU and Axis Family Resources****Local Issue Agreement**

MCFD Funded Home  
672 Westland Rd  
Quesnel, BC  
V2J 5E8

MCFD Funded Home  
561 Norman Street  
Quesnel, BC  
V2J 3R7

MCFD Funded Home  
542 Murphy Avenue  
Quesnel, BC  
V2J 1X8

CLBC Funded Home  
1186 Weldon Avenue  
Quesnel, BC  
V2J 4P8

CLBC Funded Home  
3252 Christianson Road UP  
Prince George, BC  
V2N 1W3

**Definition of "Program/Worksite"**

13.3	Layoff	Worksite will apply
14.2(e)	Additional Hours	Worksite will apply
15.4	Sharing of Overtime	Worksite will apply
18.2	Vacation Preference	Worksite will apply
24.1(c)	Job Postings	Worksite will apply

Residential worksites will be referred to by program name and specific town.

**3. Article 30.3 - Casual Call-In Procedure**

The casual call-in procedure is as follows:

The call-in list will consist of employees in the order they are to be called for additional shifts.

The employees listed first will be full Permanent part time employees attached to the specific residence, in seniority order; then 4x4's Permanent part-time employees attached to the other residences, in seniority order; then permanent part-time staff attached to the other residences, in seniority order; then casuals in seniority order

- (a) Top up full-time and part-time employees first in seniority order.
- (b) All casuals will be listed in order of seniority on one "call in" list that is updated quarterly.

Additionally:

- (a) Call in must be by seniority
- (b) Availability must be submitted by noon on the 10th of each month for the next month
- (c) If the 10th falls on a Saturday or Sunday, the availability must be submitted on the Friday, immediately before the 10<sup>th</sup>

**BCGEU and Axis Family Resources****Local Issue Agreement**

(d) Call Out times for non-residential programs are:

<b>Notice</b>	<b>Time between calls</b>
<4 Hours	10 Minutes
>4 Hours	15 Minutes
>24 Hours	1 Hour

(e) For residential programs, call out time will be 2 minutes between calls for emergency calls.

(f) For residential non-emergency requirements 15 minutes between calls.

Where the employer intends to use digital technology for scheduling vacant shifts the following will apply:

1. If there are less than 16 hours before the shift being called for commences:
  - (a) the vacant shift will be posted to the technology platform.
  - (b) available staff will have forty-five minutes to respond.
  - (c) shifts will be scheduled in order of seniority.
  - (d) after fifteen minutes staff will be called according to the procedure in 3.
2. If there between 17 to 47 hours before the shift being called for commences:
  - (a) the vacant shift will be posted to the technology platform.
  - (b) available staff will have sixty minutes to respond.
  - (c) shifts will be scheduled in order of seniority.
  - (d) after fifteen minutes staff will be called according to the procedure in 3.
3. If there between 2 days to 6 days before the shift being called for commences:
  - (a) the vacant shift will be posted to the technology platform.
  - (b) available staff will have 4 hours to respond.
  - (c) shifts will be scheduled in order of seniority.
  - (d) after fifteen minutes staff will be called according to the procedure in 3.
4. If there between 7 days to 14 days before the shift being called for commences:
  - (a) the vacant shift will be posted to the technology platform.
  - (b) available staff will have 24 hours to respond.
  - (c) shifts will be scheduled in order of seniority.
  - (d) after fifteen minutes staff will be called according to the procedure in 3.
5. If there greater than 15 days before the shift being called for commences:
  - (a) The vacant shift will be posted to the technology platform:
  - (b) available staff will have 4 days to respond.

- (c) shifts will be scheduled in order of seniority.
- (d) after fifteen minutes staff will be called according to the procedure in 3.

**Employer Policy:**

- Enter the availability on the employer's online calendar.
- For changes, a text or email **MUST** be submitted the same day to the employer for tracking purposes.
- Availability may be a full or partial day, be specific.
- Availability must be stated for a minimum of **6 Calendar days per month unless mutually agreed to otherwise, which is not to be unreasonably denied**
- **Casual employees may change their availability without penalty provided the change is made within two weeks in advance of pay period.**
- Casuals who refuse three (3) shifts, during a three (3) month call-in period for which they have stated their availability for, except for legitimate reasons, will be placed at the bottom of the call-in list for the remainder of the call-in period. The employer will inform employees of both the date they are placed at the bottom of the list and the date that the current call-in period ends.

**4. Client Vacations and Out of Town Assignments Language.**

An employee may accompany a client on an out-of-town assignment or client vacation on a voluntary basis. The following condition will apply:

- (a) The Employer will canvass employees in a timely manner about their interest in out-of-town assignments. The out-of-town assignment or client vacation will be offered based on seniority on the following basis within the program: full-time employees, part-time employees, and casual employees.
- (b) Employees who decline the assignment or client vacation, where possible will be reassigned work or have the ability to use appropriate leave banks (vacation, banked overtime etc). A casual employee who elects not to accompany a client on a vacation or to attend an out-of-town assignment will not be penalized.
- (c) Out-of-town assignments or client vacations that exceed the scheduled hours of work of the employee(s) and that do not require an overnight stay will fall under Articles 14 and 16 of the collective agreement.
- (d) For each 24-hour period or part of, the employee will receive 16 hours pay, the employee may choose to receive 8 hours pay and 8 hours lieu instead. The lieu day will be mutually scheduled within 6 months of accrual.
- (e) The employer will pay all reasonable pre-approved expenses such as transportation, accommodations, meals, mileage where applicable, as per Article 26 and will apply to casual staff. Travel advances will be as per Article 26.11 (Travel Advance).

**BCGEU and Axis Family Resources****Local Issue Agreement**

- (f) In the event of a staff or client emergency, it will be the responsibility of the Employer to arrange the transport of staff and/or client from the vacation site and supply necessary replacement staff, if required.

5. School based or Seasonal Program Employees. Not Applicable.

The employer will not use school based or seasonal program employees.

6. Special Project Employees language. Not Applicable.

The employer will not use special project employees

7. If there are any other agreed to issues not found in the provincial agreement for the respective agency, list them here.

None.

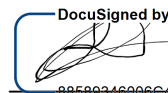
8. Current regularly scheduled split shifts are: ~~None~~ Not applicable.

The employer will not schedule split shifts.

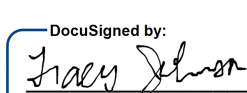
9. List those positions that are within the Student Employment and Work Experience


Programs at present. Seek agreement that as these opportunities arise, the agency will inform the Union of the program, the funder, the wage and the work the agency is applying for before they make the application. List the positions.

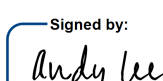
**SIGNED ON BEHALF OF  
THE UNION:**

DocuSigned by:  
  
November 25, 2024  
88589346886C4AE...  
Linda Rowley  
Local Chairperson  
Date

**SIGNED ON BEHALF OF  
THE EMPLOYER:**

DocuSigned by:  
  
November 26, 2024  
71820814AF48428...  
Tracy Johnson  
Axis Family Resources  
Date

DocuSigned by:  
  
November 25, 2024  
A4AD709066B1428...  
Allison Sorokowski  
Staff Representative  
Date

Signed by:  
  
November 27, 2024  
A98F54BD2F840419...  
Andy Lee  
CSSEA  
Date