

MEMORANDUM OF AGREEMENT #1

Between

British Columbia General Employees' Union (BCGEU)

And

South Peace Community Resources Society

Represented by the

Community Social Services Employers' Association of (CSSEA)

This is Local Issues Agreement between BCGEU and **South Peace Community Resources Society**

14.2(a) Current regular hours of work are:

(1) The normal work week for full-time employees shall consist of 40 hours.

14.2(b)(4) Shifts of less than 4 hours at Supported Child Development continue under these terms. Where it is not possible and/or necessary to provide service of 4 hours, the employer may offer shifts of not less than 2 hours.

14.2(e) Work Schedules shall be as follows:

SPCRS Administration Building: 9.00am - 5.00pm (Community Based Victim Services, Family Support, Choices for Women, Outreach, Legal Advocate, PEACE, Homelessness Intervention)

Childcare Resources & Referral & Supported Child Development Programs: 8:30 - 4.30pm

Supportive Housing: 24 hours

Specialized Housing & Support Services Programs: 24 hours

Mizpah Transition House: 24 hours

Tumbler Ridge Safehouse, Outreach, STV, CWWA programs: 8:30am - 4:30pm

Chetwynd Safehouse, Outreach, CWWA, STV: 8:30am - 4:30pm

FSJ Childcare Resource & referral: 8.30am - 4.30pm

14.2(f) 24-Hour Live in Shifts: Not applicable. There shall be no 24-hour shifts.

***Non Residential Service Hours as per Article 14.5**

Programme" or "Worksite"

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

List of all current Programs and worksites with mailing address:

Programs	Mailing Address
Child Care Resource & Referral DC	Co-op mall, Unit #7 10200 - 8 th Street DC V1G 3P8

Child Care Resource & Referral FSJ	Box 6578, FSJ V1J 4J1 10411 – 100 th Avenue FSJ BC V1J 1Z1
Supported Child Development	Co-op Mall Unit #7, 10200 - 8 th Street Dawson Creek, BC V1G 3P8
Better at Home	Co-op Mall Unit #7, 10200 - 8 th Street Dawson Creek, BC V1G 3P8
Serenity House	1311 106 th Avenue Dawson Creek, BC V1G 2P2
City View	1020 - 95 th Avenue Dawson Creek, BC V1G 1J1
Chetwynd Safe house	*safe house confidential location
Chetwynd Outreach	Box 1780, 4745 51 st Avenue, Chetwynd, BC V0C 1J0
Mizpah Transition House	*safe house confidential location
PEACE (formerly Children Who Witness Abuse) - DC	10110 - 13 th Street Street Dawson Creek, BC V1G 4H7
PEACE (formerly Children Who Witness Abuse) - Chetwynd	Box 1780, 4745 51 st Avenue, Chetwynd, BC V0C 1J0
PEACE (formerly Children Who Witness Abuse) – TR	Box 1138, #125 – 230 Main Street, Tumbler Ridge, BC V0C 2W0
Stopping the Violence Counselling (formerly Choices For Women) DC	10110 – 13 th Street Dawson Creek, BC V1G 4H7
Stopping the Violence Counselling (formerly Choices For Women)– Chetwynd	Box 1780, 4745 51 st Avenue, Chetwynd, BC V0C 1J0
Stopping the Violence Counselling (formerly Choices For Women)– TR	Box 1138, #125 – 230 Main Street, Tumbler Ridge, BC V0C 2W0
Family Support Counsellor – DC	10110 – 13 th Street Street Dawson Creek, BC V1G 4H7
Victim Services – DC	10110 – 13 th Street Street Dawson Creek, BC V1G 4H7
Police Based Victim Services – DC	1230 102 Avenue Dawson Creek, BC V1G 4V3
Police Based Victim Services – TR	315 Founder Street Tumbler Ridge, BC V0C 2W0
2 nd Stage Housing	*safe house confidential location
Tumbler Ridge Safe Home & Outreach	Box 1138, #125 – 230 Main Street, Tumbler Ridge, BC V0C 2W0 **Safe Home confidential location**

Dawson Creek Outreach	10110 - 13 th Street Street Dawson Creek, BC V1G 4H7
Homelessness Intervention & Prevention/Supported Rent Supplement	10110 - 13 th Street Street Dawson Creek, BC V1G 4H7
Legal Advocate Program	10110 - 13 th Street Street Dawson Creek, BC V1G 4H7

Client Vacations and Out of Town Day Trips with Clients;

- a) Employees who are needed to double staff clients on vacation shall be compensated as 12 hours per day while away with clients.
- b) Employees staffing clients on vacation and weekend overnight trips shall be compensated for 24 hours per day while away with clients.
- c) Employees shall have the rights to refuse to accompany clients on vacation.
- d) Employees shall not work shifts the two days prior to and following the client vacation.
- e) Employee's meals will be provided when accompanying a client on vacation.
- f) Employees accompanying clients on out of town day trips will be compensated up to 12 hours at straight time; hours in excess shall be overtime as per Article 16.
- g) All parties shall adhere to Article 14.2(c) and (d)
- h) The out-of-town assignment or client vacation will be offered based in seniority order on the following basis within the program: full-time employees, then part-time employees, and then casual employees.

Article 15 Work Schedules

Program	Extended Shifts
Mizpah Transition House	At the time of signing, the employer shall continue with the current 11 and 12 hour shifts at this location.
Serenity House	At the time of signing, the employer shall continue with the current 10 and 13 hour shifts at this location.
R.C Residential	At the time of signing, the employer shall continue with the current 10 hour shifts at this location.
B.B Residential	At the time of signing, the employer shall continue with the current 13 hour shifts at this location.
City View	At the time of signing, the employer shall continue with the current 11 hour shifts at this location.

The agreed averaging period for all extended hours shifts, except those at Mizpah Transition house will be two weeks. The average biweekly hours of work for any of the extended hours shifts and rotations will not exceed 80 hours or overtime shall be paid in accordance with Clause 16.5 (Overtime compensation).

The agreed averaging period for Mizpah Transition House extended hour shifts will be 16 weeks, with an average of 40.25 hours per week.

Article 15.4 Split Shifts

Not applicable. There will be no split shifts.

Article 16 Overtime

As per Collective Agreement

Article 26.2 Paydays

As per Collective Agreement

Article 30 Casual Call in Procedures

a) Availability

Casual employees will submit their availability in writing or via Comvida on the 1st day of each month for the following month.

Casual employees must be available for a minimum of 8 statutory holidays out of 13 per calendar year. This must include one of either Christmas Day or New Years' Day.

Casual employees must be available for a minimum of 6 shifts per month.

Call outs will be conducted based on current availability. If availability is not submitted, after the employer has gone through all other options, a casual staff may receive a call to determine their availability.

b) Shift Assignment

Qualified casual employees will be called in order of seniority as per clause 14.2(e) to fill available shifts.


School Based or Seasonal Program Employees: Not applicable.

Special Project Employees: Not applicable. The employer will not utilize special project employees.


SIGNED ON BEHALF OF THE UNION:


DocuSigned by:

7664E3623E6641F...
Local Bargaining Committee Representative
Melody Carleton

DocuSigned by:

BCB846AE3A64478...
Union Bargaining Representative
Tennille Penner

SIGNED ON BEHALF OF CSSEA:

Signed by:

7483284576A2488...
Employer Representative
Tallulah McCullough

Signed by:

D62644A87073414...
CSSEA Representative
Fred Cummings

January 10, 2025

Dated this ____ day of _____, 2024