

(Union Proposal)
MEMORANDUM OF AGREEMENT #1
RE: LOCAL ISSUES ADDENDUM

Between
B.C. General Employees' Union (BCGEU)
and
North Shore Crisis Services Society
Represented by
Community Social Services Employers' Association (CSSEA)

1. Article 14.2 - Hours of Work

The hours of work of a regular full-time employee will be forty (40) hours per week and of average eight (8) hours per day.

There will be no shifts of less than four hours without the agreement of the Union.

2. Definition of "Programme/Worksite"

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

Worksite is defined as:

- a) Administration Office
- b) Good Stuff Connection
- c) SAGE Transition House

3. Article 30.3 - Casual Call-In Procedures

- a) Casual employees shall indicate in writing, their availability to the Employer by the fifteenth (15th) of each month for the upcoming month. Casual employees who do not indicate their availability will not normally be called for work that can be rescheduled or for work during the month.
- b) Casual employees shall be called or texted for work, whichever method shall be agreed upon by the employee and the Employer, provided they are qualified, in order of seniority. Monthly scheduling of casual employees shall continue to be done in advance of the month in which the work occurs for the work that can be reasonably rescheduled. Monthly scheduling will be completed by the last day for the month in advance of the month in which the work occurs.
- c) Casual employees shall be placed at the bottom of the call-in list for the next three (3) months if they refuse work, based on their submitted availability, on four (4) occasions in a two (2) month period. At the end of the three (3) months the employee shall be returned to the appropriate place on the call-in list. Refusals of work under this clause will not be counted where the employee has advised the Employer that they are ill or injured or where

a personal emergency has arisen or where notification of the shift is less than four (4) hours before the commencement of the shift.

- d) Work that is called out with less than 24 hours notice will be offered to casual employees according to seniority wherever possible, but the first employee to respond to the offer will be assigned the hours.
- e) Casual employees who accept shifts and are unable to report for work due to illness, injury, or personal emergency must notify the program supervisor as soon as possible.
- f) Casual employees who accept shifts may not arbitrarily change this commitment because other, more attractive hours become available.

4. Client Vacations and Out of Town Assignments

The Employer does not require employees to accompany clients on vacations or out of town assignments.

5. School Based or Seasonal Program Employees

The Employer does not employ School Based or Seasonal Program employees.

6. Special Project Employees (including Student Employment and Work Experience)

"Special Project Employees" are employees hired for a specified period of time, not to exceed six (6) months for special projects as mutually agreed between the Employer and the BCGEU.

The Employer and the Union shall agree to the following:

- the expected duration of the position(s)
- the pay rate for the position(s)
- daily and weekly hours of work
- maximum duration of the position(s)

The minimum hourly rate of pay will be the current BC minimum wage plus 1.9% rounded up to the nearest penny for summer students.

Special project employees will be treated as casual employees and will receive payment in lieu of annual vacation and stat holidays as per Article 30.5 of the Collective Agreement.

At the end of the six (6) month period, or the end date of the Special Project that was mutually agreed upon by the Employer and the Union, the Special Project employee's employment will end. The layoff procedure under the Collective Agreement does not apply.

If the special project continues past a six (6) month period, the Employer and the Union may mutually agree to a further period of six (6) months. If the special project exceeds twelve (12) months, the position shall be posted in accordance with Article 24 of the Collective Agreement.


Special Project Employees shall be members of the BCGEU in accordance with the Collective Agreement, including Article 4 (b) and Article 5 (Check Off Union Dues).

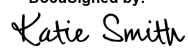
The process described in the Letter of Understanding re: Summer Student Protocol between the BCGEU and CSSEA, dated April 7, 2016, is incorporated into this local issues agreement and will apply to student employment, work experience and special programs.

7. Article 15.4(b) Split Shifts

The Employer does not use split shifts in scheduling.

SIGNED ON BEHALF OF THE UNION:

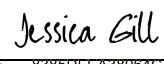
Signed by:

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Cassandra Goldie
Local Issues Bargaining Representative

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Katie Smith
Staff Representative

SIGNED ON BEHALF OF CSSEA:

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Laura Reynolds
Employer Representative

Signed by:

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Jessica Gill
CSSEA Representative

Dated: January 13, 2025