

**MEMORANDUM OF AGREEMENT
LOCAL ISSUES ADDENDUM**

Between

British Columbia General Employees' Union (BCGEU)

And

Active Support Against Poverty Housing Society (ASAP)

Represented by the

Community Social Services Employers' Association of (CSSEA)

In accordance with the provision of Memorandum of Agreement #1, Re Local Issues appended to the General Services Collective Agreement between CSSEA and CSSBA (the "Collective Agreement"), the parties agree to the following local issues:

Re: Local Issues – ASAP-HS Shelter Support Workers at 590 Dominion Street, Prince George, BC and 1201 1st Ave, Prince George BC.

1. Article 14.2 - Hours of Work:

- (a) The hours of work of regular fulltime employees shall be an average of thirty-five (35) to forty (40) hours a week and shall not exceed eight (8) hours per day inclusive of a paid meal break to be taken at the worksite.
- (b) **Extended Hour Shifts for HS Shelter Support Workers at 590 Dominion Street only:**
 ASAP-HS retains the right to continue its practice of scheduling twelve (12) hours per day 4 on 4 off shifts averaging forty-two (42) hours per week over an eight (8) week period with all hours worked over an average of forty (40) hours per week over an eight (8) week period paid at the rate of one and one-half times (1 ½) to be paid every pay period.
 - (i) Any hours worked over twelve (12) hours daily will be paid at the rate of two (2) times.
 - (ii) All employees working twelve (12) hours per day 4 on 4 off shifts over an eight (8) week period will also be entitled to two (2) thirty (30) minute meal periods.

2. Definition of "Programme/Worksite":

13.3	Layoff	Programme will apply
14.3(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

3. Article 30.3 - Casual Call-In Procedures:


- (a) Qualified casual employees shall be called at their last provided phone number in order of seniority and in accordance with Article 14.2(e).
- (b) If a called casual employee does not answer the phone, if possible, a message shall be left explaining the purpose of the call.
- (c) If a called casual employee is either unavailable for work, or does not answer the phone or return the call within five (5) minutes, the next qualified casual employee shall be called.
- (d) The employer shall maintain a log of all calls in accordance with Article 30.3(b)
- (e) The employer shall prepare and provide to the union an up-to-date casual employee seniority list once every three (3) months.

- 4. **Article 30.11 - Minimum Availability:** in accordance with the collective agreement language.
- 5. **Client Vacations and Out of Town Assignments:** Not applicable. The employer will not require employees to accompany a client on vacation or take an out of town assignment.
- 6. **School Based or Seasonal Program Employees:** N/A
- 7. **Special Project Employees** (including Student Employment and Work Experience Programs): N/A
- 8. **Split Shifts:** Not applicable. There will be no split shifts.


SIGNED ON BEHALF OF THE UNION:


Signed by:

6873F17C5023475...
 Local Issues Bargaining Representative
 Penny Shepherd

DocuSigned by:

C79D77059DDA401...
 Union Bargaining Representative
 Lindsay DeCraene

SIGNED ON BEHALF OF CSSEA:

DocuSigned by:

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 Employer Representative
 Kim DeMeyer

Signed by:

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 CSSEA Representative
 Andy Lee

Dated this 20th day of November 2024.