

## MEMORANDUM OF AGREEMENT

*between*

*B.C. General Employees' Union*

*And*

*Victoria Sexual Assault Centre*

*represented by the*

*Community Social Services Employers' Association (CSSEA)*

### **Re: Superior Benefits**

#### **1. *The following applies to Karen Wickham:***

(a) Employees who are required to carry a pager or cell phone shall receive one dollar and twenty-five cents (\$1.25) per hour for each hour they carry a pager or cell phone.

(b) Additionally, if an employee is required to respond to pages or calls which total in excess of one (1) hour in a twenty-four (24) hour period, the employee shall be paid at the applicable rate and may, at her option, bank this pay to be taken as time off in lieu at a mutually agreeable time.

#### **2. Callback**

(a) An employee who is called back to work, to work overtime, shall be compensated for a minimum of three (3) hours at applicable overtime rates.

#### **3. Vehicle Allowance:**

(a) Where an employee is required to use her vehicle for the Employer's business, the employee must conform to the regulation of the Insurance Corporation of BC and carry the appropriate class of insurance.

(b) Where ICBC regulations require an employee to carry business class insurance, the Employer shall pay the premium difference between business class with two million dollars (\$2,000,000) third Party legal liability and the next lower class on submission of documentation of that premium difference.

#### **4. Compassionate Leave:**

(a) In the case of bereavement in the immediate family, an employee not on leave of absence without pay shall be entitled to special leave, at her regular rate of pay, from the date of death to and including the day of the funeral or ceremonial occasion with, if necessary, an allowance for immediate return travelling time. Such leave shall not normally exceed five (5) working days.

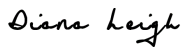
(b) Immediate family is defined as permanently residing with the employee or with whom the employee resides or an employee's partner, parent, stepparent, child, step child, foster child, sibling, partner's parent, grandparent, grandchild or any person for whom an employee is required to administer bereavement responsibilities. It is understood that a partner may be of the same or opposite sex.

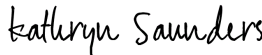
i. When established ethno cultural or religious practices provide for ceremonial occasion other than the bereavement period outlined above, the balance of the bereavement leave as provided above, if any, may be taken at the time of the ceremonial occasion.


ii. In the event of the death of the employee's friend, client, co-worker or other relative the employee shall be entitled to special leave for up to one (1) day for the purpose of attending the funeral or other ceremonial occasion.

iii. If an employee is on vacation leave at the time of bereavement, the employee shall be granted bereavement leave and be credited the appropriate number of days to vacation leave credits.

**SIGNED ON BEHALF OF THE UNION:**


Signed by:  
  
CDE9A16337804E0...  
Diana Leigh  
Steward


DocuSigned by:  
  
DA68233CDCE34C4...  
Kathryn Saunders  
Steward

Signed by:  
  
12772E36047A458...  
Karen Wickham  
Steward

Signed by:  
  
28C29006F4454CA...  
Kathleen Mann  
Staff Representative

**SIGNED ON BEHALF OF THE EMPLOYER:**

Signed by:  
  
7A666A752D264BD...  
Samantha Loppie  
Executive Director

DocuSigned by:  
  
1FFCC47C37244F6...  
Courtney McLachlan  
CSSEA Representative

December 17, 2024

*Dated*