

## MEMORANDUM OF AGREEMENT

### RE: LOCAL ISSUES ADDENDUM

*Between*

*BC General and Service Employees' Union (BCGEU)*

*And*

*North Peace Community Resources Society doing business as Community Bridge*

*Represented by the*

*Community Social Services Employers' Association (CSSEA)*

This is a local issues agreement between BCGEU and North Peace Community Services Society doing business as Community Bridge.

- 14.2 (a)** (f) the hours of work of a regular full-time employee in each of the area identified below will normally be as follows;
1. Meaope Transition House- 8 hours per day inclusive of a paid meal period, an average of 40 hours per week, 80 hours bi-weekly
  2. Meaope Transition House (Childcare)- 8 hours per day inclusive of a paid meal period , an average of 40 hours per week and 80 hours bi-weekly.
  3. All other programs- 7 to 8 hours per day exclusive of a paid meal period, average of 35 to 40 hours weekly and 70 to 80 hours bi-weekly.
  4. Shifts of extended hours shall be 16 at Meaope Transition House.
- 14.2 b) (4)** there are currently no shifts of less than 4 hours
- 14.2 e)** Collective Agreement applies
- 14.2 f)** Collective agreement applies (no 24 hour shifts)

#### Definition of Program or Worksite

"Program" means the receipt of funds to provide a specific delivery function for clients. "Worksite" means the physical worksite of the programs.

<b>13.2</b>	<b>Layoff</b>	<b>Programme will apply</b>
<b>14.2(e)</b>	<b>Additional Hours</b>	<b>Programme will apply</b>
<b>16.4</b>	<b>Sharing of Overtime</b>	<b>Programme will apply</b>
<b>18.2</b>	<b>Vacation Preference</b>	<b>Programme will apply</b>
<b>24.1(c)</b>	<b>Job Posting</b>	<b>Programme will apply</b>

The following constitutes the exhaustive list of programs/worksites within the bargaining unit.

Program	Worksite
Administration	10142 101 Ave, Fort St. John, BC V1J 2B3
Meaope Transition House	9503 84 St, Fort St. John, BC V1J 5P6
Pregnancy Outreach – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Family Preservation – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Family Preservation – Dawson Creek	1200 103 Ave, Dawson Creek, BC V1G 2G9
Supported Independent Living – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Family Preservation – Dawson Creek	1200 103 Ave, Dawson Creek, BC V1G 2G9

Family Preservation – Dawson Creek	1200 103 Ave, Dawson Creek, BC V1G 2G9
Stopping the violence Women’s Counselling – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Community Based Victim Services – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Family Advancement – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
PEACE – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Sexual Abuse Intervention – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Women’s Outreach – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Foster Parent Support – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Domestic Peace – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Domestic Peace – Dawson Creek	1200 103 Ave, Dawson Creek, BC V1G 2G9
Teaching Home Support – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Teaching Home Support – Dawson Creek	1200 103 Ave, Dawson Creek, BC V1G 2G9
Youth Support – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Community Youth Justice Support – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Community Youth Justice Support – Dawson Creek	1200 103 Ave, Dawson Creek, BC V1G 2G9
Child and Youth Support – Fort St. John	10142 101 Ave, Fort St. John, BC V1J 2B3
Police Based Victim Services – Fort St. John	1405 102 Ave, Dawson Creek, BC V1G 2E2
Homeless Prevention	10142 101 Ave, Fort St. John, BC V1J 2B3
Youth Outreach – Dawson Creek	1200 103 Ave, Dawson Creek, BC V1G 2G9

### **Article 15 Work Schedules**

As per Article 15.5 in the Collective Agreement

**Split Shifts:** Not applicable. There will be no split shifts

### **Article 26.2 Paydays**

(a) As per the Collective Agreement

### **Article 30.3 Casual Call In Procedures**

- (a) Qualified casual employees shall be called in order of seniority to fill available shifts. A reasonable period of time to reply to a call will be given to each employee, subject to the notice the Employer receives of a vacant shift. On the 5<sup>th</sup> of the month, all employees who wish to work casual shifts shall submit their availability to the Employer for the following 3 months (e.g. June 1 for July, August and September). Employees may adjust their availability for a given shift only in the absence of an offer of work for that shift and only by submitting the change in writing to the Employer. If no availability is submitted by the employee, that employee is presumed to not be available and will not be called for shifts.
- (b) All call shall be recorded in a log book. The log book shall show: the time and date of the call; the signature of the person making the call; the employee being called to fill (including work location and shift); whether the employee accepts, declines or does not respond to the phone call(s). If no contact is made with the employee being called, the log book will show "no response".
- (c) The employer will send all casual employees a letter to confirm their casual employment every January and June. The initial letter will be sent via email with 10 days to respond, if the employee does not respond within 10 days the employer will send a registered letter to the last known address of file, the letter will ask the employee to confirm their casual status within 10 days or they will be presumed to have abandoned their position. The employee will be offered a further opportunity to rebut such presumption that there was reasonable grounds for not informing the employer.

### Floater Days

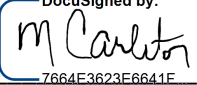
Each permanent full-time employee will be given (3) floater days per calendar (pro-rated for employees working less than full-time hours) provided they meet the following criteria:


- a) Employed by North Peace Community Resources Society since August 1999 and
- b) Were eligible for floater days in August 1999

**School Based or Seasonal Program Employees:** Not applicable.

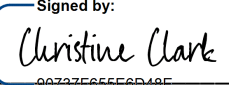
**Special Project Employees: Not applicable.** The employer will not utilize Special Project Employees.

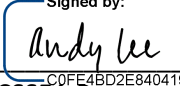
### SIGNED ON BEHALF OF THE UNION:

DocuSigned by:  
  
7664E3623F6641F  
Local Bargaining Committee Representative  
Melody Carleton

DocuSigned by:  
  
BCB846AE3A64478...  
Union Bargaining Representative  
Tennille Penner

### SIGNED ON BEHALF OF CSSEA:

Signed by:  
  
90737F655E6D40E...  
Employer Representative  
Christine Clark

Signed by:  
  
C0FE4BD2E840419...  
CSSEA Representative  
Andy Lee

December 10, 2024

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2024