

MEMORANDUM OF AGREEMENT #1

Between

B.C. General Employees' Union

And

Dawson Creek Aboriginal Family Resources Society

Represented by the

Community Social Services Employers' Association of (CSSEA)

In accordance with the provisions of Memorandum of Agreement number one (1) re: Local Issues appended to the CSSEA and CSSBA Collective Agreement, the Parties agree to the following issues:

1. **Article 14.2 – Hours of Work**

The hours of work for a regular full-time employee shall be an average of thirty-five (35) hours per week, exclusive of an unpaid meal break and seven (7) hours per day, exclusive of an unpaid meal break.

As of the date of this Agreement, the programs are as follows:

Program	Address
Aboriginal Early Childhood Development Program	#14 1405-102 nd Avenue, Dawson Creek, BC, V1G 2E1
Aboriginal Infant Development Program	#14 1405-102 nd Avenue, Dawson Creek, BC, V1G 2E1
Aboriginal Family Support Program	#14 1405-102 nd Avenue, Dawson Creek, BC, V1G 2E1
Strengthening Families Support Program	#14 1405-102 nd Avenue, Dawson Creek, BC, V1G 2E1
Aboriginal Child and Youth Mental Health Program	#14 1405-102 nd Avenue, Dawson Creek, BC, V1G 2E1
Aboriginal Supported Child Development Program	#14 1405-102 nd Avenue, Dawson Creek, BC, V1G 2E1
Aboriginal Child and Youth Mental Health	4729 51st Chetwynd, BC, V0C 1J0.

2. Definition of “*Program/Worksite*”

13.2	Layoff	Program will apply
14.2(e)	Additional Hours	Program will apply
16.4	Sharing of Overtime	Program will apply
18.2	Vacation Preference	Program will apply
24.1(c)	Job Posting	Program will apply

3. **Article 30.3 – Casual Call-in Procedures**

Casual employees shall be called in order of seniority.

4. **Client Vacations and Out-Of-Town Assignments**

- (a) An employee may accompany a client on an out-of-town assignment or client vacation on a voluntary basis. The out-of-town assignment or client vacation will be offered based on seniority on the following basis

- (b) No employee will suffer a loss of wages for declining the assignment or client vacation. A casual employee who elects not to accompany a client on a vacation or to attend an out-of-town assignment will not be penalized.
- (c) Out-of-town assignments that exceed the scheduled hours of work of the employee(s) and that do not require an overnight stay will fall under Articles 14 and 16 of the collective agreement.
- (d) Client Vacations: For each 24-hour period or part of, the employee will receive 16 hours pay. The employee may choose to receive 8 hours pay and 8 hours lieu instead. The lieu day will be mutually scheduled within 6 months of accrual.
- (e) Those employees who opt out of client vacations and out-of-town assignments shall not lose their pay and shall continue to work at their worksite/program.
- (f) The Employer shall pay all reasonable pre-approved expenses such as transportation, accommodations, meals, mileage where applicable, as per Article 26 and will apply to casual staff. Travel advances will be as per Article 26.11 (Travel Advance).
- (g) In the event of a staff or client emergency, it will be the responsibility of the Employer to arrange the transport of staff and/or client from the vacation site and supply necessary replacement staff, if required

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


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

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


SIGNED ON BEHALF OF THE UNION:

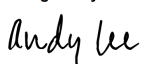
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Local Bargaining Committee Representative
Melody Carleton

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Union Bargaining Representative
Tennille Penner

SIGNED ON BEHALF OF CSSEA:

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Employer Representative
Julie Mercereau

Signed by:

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CSSEA Representative
Andy Lee

November 26, 2024

Dated this ____ day of _____, 2024