

**Memorandum of Agreement**

**Between**

*Sooke Family Resource Society*

**And**

*B.C. General Employees' Union (BCGEU)*

**Re: Team Lead - South Island Community Connections**

**Both parties agree as follows:**

This Memorandum of Agreement is considered to be an addendum to the Local Issues Agreement

**1. Intent**

The program manager and program supervisor recognize a distinct lack of opportunity for leadership growth and increased earning opportunity within the department. We propose a rotating team lead that would benefit the staff, as well as the program and persons served.

The intent and design of the team lead roles offers community support staff opportunities to increase earnings, learn and demonstrate leadership skills, offer variation/variety to their day-to-day work. This role benefits the team in terms of streamlining process, communication and dissemination of information /documentation and meeting common goals.

**2. General Provisions**

*Scope*

- (a) The following provisions apply to the Team Lead Employees and vary the terms of the collective agreements, as necessary.
- (b) The Team Lead is a layered over position with Community Support Worker role, therefore only internal employees in the Community Support Worker role will be considered for the quarterly posting.

*Term*

- (c) Team Lead Employees are assigned a term role for a fiscal quarter, three (3) months.
- (d) There will be up to two (2) Team Leads appointed at any given time, maximum to eight (8) leads per fiscal year.

*Expressions of Interest*

- (e) Employer shall canvass employees who are interested in the Team Lead position through an expression of interest. The employer will post a notice as per article 24 Promotion and Staff Changes of the collective agreement.
- (f) Interested employees should provide written expression of interest to program manager or supervisor by the closing date for the expression of interest.

(g) Qualified candidates will be considered and interviewed.

*Appointment*

(h) In filling the position, article 24.3 Appointment Policy of the collective agreement will apply.

*Vacation*

(i) No unpaid leaves or vacation requests extending beyond two weeks in the quarterly term will be approved.

All other provisions of the collective agreement will apply.

Dated: June 23, 2023 at Victoria, BC.

Signed:

DocuSigned by:

*Kathleen Mann*

28C29006F4454CA...

Kathleen Mann

Staff Representative

BCGEU

DocuSigned by:

*Kelsey Connors*

90FDB690CDAC450...

Kelsey Connors

Human Resources Coordinator

Sooke Family Resource Society

**Certificate Of Completion**

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	4911 Canada Way
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Staff Representative  
BCGEU  
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