

**MEMORANDUM OF AGREEMENT
RE: LOCAL ISSUES ADDENDUM**

Between:

BC General Employees' Union (BCGEU)

And:

*Vancouver & Lower Mainland Multicultural Family Support Services Society (the
"Employer")*

Represented by:

Community Social Services Employers' Association (CSSEA)

1. Hours of Work

The hours of work of a full-time employee shall be seven (7) hours per day and thirty-five (35) hours per week, exclusive of meal periods.

2. Definition of "Programme/Worksite"

The term "programme" shall apply to the following departments at the Employer:

- Stopping the Violence
- Multicultural Outreach
- Community-based Victims' Services
- Peace Program
- MCFD Program (Parenting)
- Community Action Plan for Children
- Homelessness Prevention Program
- Administration

The following Collective Agreement provisions apply as follows:

13.3(a)	Layoff	Programme will apply
14.2(e)	Hours of Work	Programme will apply
16.4	Sharing of Overtime	Programme will apply
18.2(a)	Vacation Preferences	Programme will apply
24.1(c)	Job Postings	Programme will apply

3. Special Project Employees

The length of a special project will not exceed one year unless mutually agreed to by the Employer and the Union. These employees' services shall be considered terminated upon completion of the special project if they were external hires. Those hired into special project positions as internal applicants will revert back to their previous position or status upon the expiration of the special project position, and maintain their previous status while working in the position.

4. Student Employment and Work Experience Programs

The language agreed to between CSSEA and the BCGEU (Letter of Understanding #4(1) re: Memorandum of Agreement #1 [re: Local Issues]) dated April 7, 2016 will be the recognized process.

5. Language Qualifications

The Parties recognize the Employer’s purpose of serving immigrant, refugee, visible minority, and non- status women and children. Therefore, the Employer may establish specific language skills as required qualifications for job postings where a bona fide operational requirement exists.

SIGNED ON BEHALF OF THE UNION:

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Dated October 23, 2023