

Memorandum of Agreement
Between
Vi Fineday Family Shelter Society
And
CUPE Local 1936-20

Re: Local Issues

The Parties agree to the following provisions in accordance with the Memorandum of Agreement
RE: Local Issues appended to the Collective Agreement:

Article 14.2 (a) (Article 17.01 – Hours of Work; Previous c.a.)

The hours of work for each regular full-time employee covered by this Agreement, inclusive of a meal break, shall be eight (8) hours per day. The workweek for each full-time employee shall average forty (40) hours per week.

Program/Worksite

The application of Program or Worksite for those Articles identified below shall be as follows:

Article 13.3	Worksite
Article 14.2(e)(2)	Worksite
Article 14.4	Worksite
Article 16.4	Worksite
Article 18.2	Worksite
Article 24.1	Worksite

Article 26.2 – Pay Days (Article 21.06 – Pay Days; Previous c.a.)

Employees shall be paid on a bi-weekly basis not later than every second Friday. The distribution of paycheques shall be done in such a manner that the details of the cheque shall remain confidential.

Article 12.01 (b) Seniority (Article 14.01; Previous c.a.)

Seniority is defined as the length of service with the Employer as a regular employee and shall include service with the Employer prior to certification. Seniority shall operate on a bargaining unit wide basis.

- (1) Casual employees shall accrue seniority on an hourly basis for all hours worked.
- (2) Upon achieving regular employee status, a casual employee shall have their hourly seniority converted to full-time equivalent days of work by dividing the total seniority by the regular workday. Regular employees who are returned to less than regular status shall receive full seniority credit for all hours worked.
- (3) The date arrived at the conclusion of all of the above calculations shall be deemed to be the employee's seniority date as a regular employee.

Dated this 15th day of March 2004 at Burnaby, BC.

For the Union

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 B/T

For the Employer

 Vilva Joga

 Daryl Atan