

**Memorandum of Agreement  
Between  
Maple Ridge/Pitt Meadows Community Services Council  
And  
CUPE Local ~~3944~~ 1936-23**

**RE: Local Issues**

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The Parties agree to the following provisions in accordance with the Memorandum of Agreement #1

**RE: Local Issues appended to the Collective Agreement:**

**Article 14.2 (a)** (Article 17.01- Hours of Work; Previous c.a. {1998-2003})

- a) The hours of work for each regular full-time employee covered by this Agreement, shall average seven (7) hours per day and thirty-five (35) hours per week.

**Program/Worksite**

The term "Program" shall be defined as the following:

Anishnaabe Place, Anxiety & Depression Groups, Child Care Resource & Referral Program, Clinical Counselling, Children & Youth with Special Needs Program, Community Services Family Place, Community Law Advocacy, Outreach Services to Children, Youth & Families, Community-Based Victim Services, Youth & Family Conflict Intervention Program, Community Living Support Program, Rainbow Clubhouse, Meals on Wheels, Supported Volunteer Program., Bookkeeping, Reception Services, Community Parenting Program, Aboriginal Family Strengthening Program, Better at Home Program, Child & Youth Mental Health Program, Out-of-Care Options Program, The Preschool Around the Corner, Legal Services information Program, Volunteer Services, Seniors Grocery Shopping & Delivery Program

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

Article 13.3	Program
Article 14.2(e)(2)	Program
Article 16.4	Program
Article 18.2	Program
Article 24.1	Program

**Article 26.2 Pay Days** (Article 21.06; Previous c.a. {1998-2003})

Employee shall be paid bi-weekly on Fridays.

**School Based or Seasonal Program Employees**

School Based or Seasonal Program Employees are employees employed in a school based or seasonal program that has a designated closed period. These employees are also hired for a period of less than twelve months in successive years of employment. These employees will be required to take their vacation during school breaks or other temporary breaks related to the seasonal program. During the designated closed period, these employees shall have the option of:

1. the casual call-in list as per Article 30. These employees shall be covered by the terms of conditions of casual employees during the designated closed period; or
2. being laid off and shall have the following provisions apply:
  - a. The provisions of Article 13 - Lay-off shall not apply when the school based or seasonal program closes for the designated closed period;
  - b. Employees eligible for health and welfare benefits may elect to continue their benefit coverage provided the employee pays, in advance, the monthly cost of all the benefit premiums to the Employer in accordance with the procedures outlined by the Employer.
  - c. For the purposes of continuous services for vacation entitlement, employees will be considered to have continuous service; and
  - d. There shall be no accrual of any collective agreement benefit.

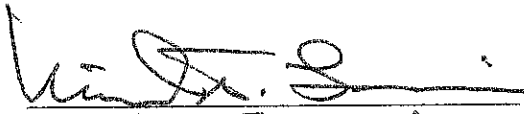

**Article 12.01 (b) Seniority** (Article 14.01 – Seniority Defined; Previous c.a. {1998-2003})

- (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.
- (b) (1) Casual employees shall accrue seniority on an hourly basis for all hours worked.

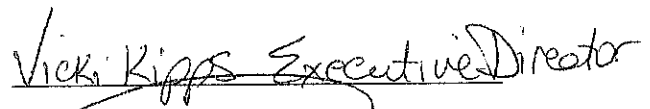
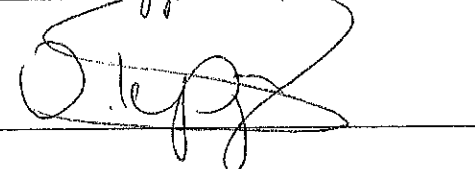
- (2) Upon achieving regular employee status, a casual employee shall have their hourly seniority converted to full-time equivalent days of work by dividing the total seniority by the regular workday. Regular employees who are returned to less than regular status shall receive full seniority credit for 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 2 day of December, 2013 at Maple Ridge, B.C.

For the Union

  
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Michael T. Hamiel  
  
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For the Employer

  
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Vicki Kipps Executive Director  
  
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