

**MEMORANDUM OF AGREEMENT**  
Between  
**CUPE Local 1936**  
And  
**Battered Women's Support Services Society**

**Re: Local Issues For Battered Women's Support Services Society**

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

**14.2 (a) Hours of Work**

The hours of work of a regular full time employee shall be no greater than seven and one half (7 ½) hours per day, excluding a paid meal period and no greater than an average not to exceed thirty seven and one-half (37 1/2) hours per week.

**Support Group Facilitators**

Support Group facilitators shall be paid minimum of four (4) hours for each support group that they facilitate.

**Childcare Worker**

Notwithstanding article 14.2 (b) the existing child-care worker shall continue to work the regularly scheduled shift of two hours.

**Program/Worksite**

“Program” shall be defined as one of the following: Legal Advocacy Program, Support Group Program, First Nations Women's Support and outreach Program, Information Program and Volunteer Program.

Worksite shall be defined as the house or building location used as the base of operations for employees and clients they support.

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 14.4	Program
Article 16.4	Program
Article 18.2	Program
Article 24.1 (c)	Worksite

**Article 26.2 – Pay Days**

Employees shall be paid by cheque on the 15<sup>th</sup> and the last day of each month. Should the 15<sup>th</sup> and the last day of each month fall on a Saturday, Sunday or a Statutory Holiday the employees shall be paid the last working day prior to the Saturday, Sunday or a Statutory Holiday.


**Article 30.3 – Casual Call in Procedure**

The parties agreed to the language of the standard collective agreement, which specifies that: "Qualified casual employees shall be called in order of seniority".


**SIGNED ON BEHALF OF  
THE UNION:**

  
Bargaining Committee Representative

**SIGNED ON BEHALF  
OF THE EMPLOYER:**

  
Employer Representative

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Union Bargaining Association Representative

  
CSSEA Representative

Dated this 20 day of May, 2005.