

**Memorandum Of Agreement  
Between  
Community Ventures Society  
And  
CUPE Local 1936-06**

**Re: Local Issues**

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

**Regular Full time Employees**

The hours of work for a regular full time employee shall be no greater than seven (7) hours per day, unless otherwise mutually agreed between the Employer and the Union. The weekly hours shall be an average of 35 hours per week.

**Overnight Asleep**

The hours of work for Overnight Asleep shall be no greater than ten (10) hours per day, unless otherwise mutually agreed between the Employer and the Union. The weekly hours shall be no greater than forty (40) hours per week.

**Article 26.2 – Paydays**

The Employer shall pay salaries and wages bi-weekly on Friday in accordance with Schedule "A" attached hereto and forming part of this Agreement.

**Program/Worksite**

The term "Program" shall be defined as follows:

Day Services  
156<sup>th</sup> Street, Surrey  
Fairview Street, Coquitlam

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	Could be either

Article 16.4	Program
Article 18.2	Program
Article 24.1	Program

**Special Project Employees (Article 4.03; Previous c.a.)**

Special project employees shall mean an employee who is employed full time or part time, who is engaged in a special project but whose term of employment is not longer than three (3) months after such he/she becomes a regular employee unless such three (3) months time limit is extended by mutual consent.

**Article 12.01 - Seniority (Article 14; Previous c.a.)**

(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.

**Casual Call-In Procedure**

Where the Employer has tried to notify a casual employee in accordance with Article 30.03 and has been unable to do so, then no violation of this Article will have taken place. The Employer is required to keep records of all calls including the time the calls were made.

It is the employee's responsibility to advise the Employer, in writing, of his/her availability. Casual employees shall not be considered to have refused work if they are called for shifts they have indicated they are not available to work.

Dated this 30 day of April 2004 at MARCH 2004 Vancouver, BC.

SIGNED ON BEHALF OF  
THE EMPLOYER

SIGNED ON BEHALF OF  
THE UNION

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**LETTER OF AGREEMENT**

**Between**

**COMMUNITY VENTURES SOCIETY**

**And**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3999**

**RE: Client Vacations**

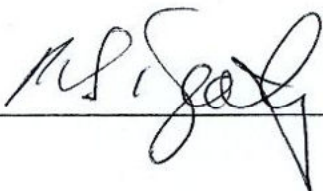
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Employees who agree to voluntarily accompany clients on extended Out-of-town Trips or on Client Vacations will meet with the Employer and a Union representative from the Bargaining Unit to mutually agree on the compensation to the employee(s) for the trip.

Dated this 30 day of April 2004 at MARCH 2004 Vancouver, BC.

SIGNED ON BEHALF OF  
THE EMPLOYER

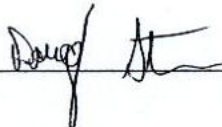
SIGNED ON BEHALF OF  
THE UNION



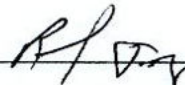
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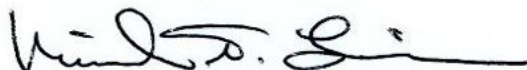
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**LETTER OF AGREEMENT**

**Between**

**COMMUNITY VENTURES SOCIETY**

**And**

**CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 3999**

**RE: Article 3 – Union Recognition**

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**Clause 3.01 - Bargaining Unit**

It is hereby agreed, for the purpose of Clause 3.01, the following positions are excluded from the bargaining unit:

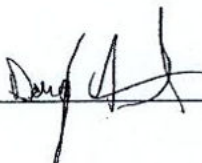
Executive Director  
Adult Services Coordinator  
Administrative Assistant  
Bookkeeper  
Family Respite Program employee's (See letter dated March 18, 1992).


Dated this 30 day of April 2004 at Vancouver, BC.

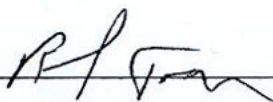

SIGNED ON BEHALF OF  
THE EMPLOYER

SIGNED ON BEHALF OF  
THE UNION

  
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