

**Memorandum of Agreement
Between
211 British Columbia Services Society (bc211)
And
CUPE Local 1936-10**

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) Hours of Work

Full-time Hours

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

The foregoing provision may be varied by mutual agreement between the Employer and the employee.

Project Employees

- a) Project employees are those employees employed for specific projects undertaken when the Employer applies for grant monies (e.g. government, foundations, United Way, etc.) or when the Employer allocates specific budget sums for projects having a definite start and termination date. Project employees shall be employed for a term not exceeding six (6) months with an option for a renewal of up to an additional six (6) months for a total of up to one (1) year. Any project employee working more than one continuous year shall be granted Permanent Part-time or Permanent Full-time status with all the benefits entitled to that position.
- b) Project employees work either full-time or part-time on a regularly scheduled basis.
- c) A job application submitted by a project employee, in accordance with Article 24, prior to the termination of the specific project she/he was hired for shall not be considered by the Employer where the Employer is unable to find a replacement for the Project Employee. This provision shall not apply where there is agreement between the Employer and the employee.

Program/Worksite

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

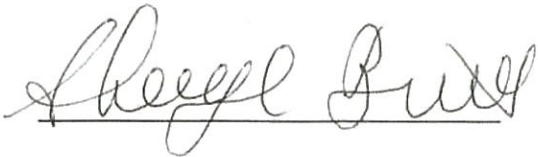
Article 13.3	Program
Article 14.2(e)(2)	Program
Article 14.4(a)	Worksite
Article 14.4(b)	Worksite
Article 14.4(c)	Not applicable
Article 16.4	Program
Article 18.2	Program
Article 24.1	Program

Article 26.2 Pay Days

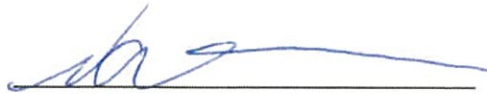
The Employer shall pay salaries and wages semi-monthly on the 15th and last day of each month. In the event that one of these dates falls on a Saturday, Sunday or statutory holiday, payment will be made on the preceding business day. On each payday, each employee shall be provided with an itemized statement of his/her wages, overtime, and other supplementary pay and deductions.

Dated this 25th day of March, 2019 at Vancouver, BC.

For the Union:



For the Employer:



M. Fongdon
CSSEA, March 26, 2019