

Memorandum of Agreement: Short-term Work Assignments

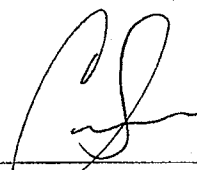
The Union and Employer agree that:

1. Vancity will post all permanent vacancies and all temporary vacancies that are reasonably expected to be 90 or more days, as per Article 14 of the collective agreement.
2. Vancity will not be required to post or interview for temporary vacancies that are less than 90 days. Notwithstanding the use of casual employees laid out in Article 2.4 of the collective agreement, for temporary vacancies of less than 90 days, the Employer will issue an Expression of Interest. Vacancies filled in this manner will be based on the Selection Basis laid out in Article 14.6 of the collective agreement, without conducting a formal interview. Selection decision documentation will be maintained and provided to the Union upon request, and the right to grieve as per Article 14.8 will be retained.
3. If Vancity intends to extend the short term position beyond 90 days, the position will be posted as per Article 14 of the collective agreement. Notwithstanding, a temporary vacancy may be extended to 90 days or more by mutual agreement of the Union and Employer.
4. Unionized employees who move to another location will continue to accrue seniority in their permanent position.
5. Should a Unionized employee be on a temporary assignment during their permanent position's shift bid or vacation scheduling, they will be entitled to take part in the shift bid or vacation scheduling for their permanent position which does not coincide during the time of the temporary assignment. Any effects to shift bid or vacation scheduling outcomes will take place upon the completion of the short term assignment and the Employee's return to their permanent position.
6. Should a unionized Employee take a short-term work assignment within or outside of the bargaining unit, they will be paid in accordance with Article 22 – Salary Policy.
7. As the BCGEU's certification for Vancity includes all Employees on the premises of all unionized branches, CAPS, and MSC/Visa center except those specifically excluded, previously non-union Employees temporarily assigned to unionized locations will become members of the BCGEU for the term of their assignment. They will be covered by all articles of the collective agreement for their term, and will be required to sign union cards and pay union dues.
8. This agreement is in effect upon parties' signatures for a 90 day period, upon which review of continuation or augmentation of the agreement will be determined between BCGEU and Vancity.
9. This agreement is without prejudice and without precedent.

Signed on behalf of:

Vancity

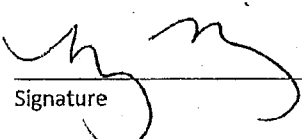
March 29, 2018
Date



Signature

BCGEU

Mar. 29 / 2018
Date



Signature