



AVERAGING AGREEMENT – Active Care Youth and Adult Services

United Steelworkers Local 1-417 (the “Union”), agree to averaging hours of work with Active Care Youth and Adult Services (the “Employer”) pursuant to section 14.2 of the *Community Living Services Collective Agreement* (Collective Agreement) on the terms set out below.

1. This Averaging Agreement begins on the first day of the next pay period after the date on which this Averaging Agreement comes into effect March 16, 2025 (the “Effective Date”), and will apply over two (2) weeks in the schedule below (the “**Schedule**”) and will expire on March 31, 2028:

2.

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
Week 1	9:30am-9:30 pm	9:30am-9:30 pm	9:30am-9:30 pm	9:30am-9:30 pm	9:30am-9:30 pm	9:30am-9:30 pm	9:30am-9:30 pm
Week 2							


	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
Week 1	9:30pm-9:30 am	9:30pm-9:30 am	9:30pm-9:30 am	9:30pm-9:30 am	9:30pm-9:30 am	9:30pm-9:30 am	9:30pm-9:30 am
Week 2							

3. The Schedule is subject to holidays, vacations, sick, or approved absences.
4. The Schedule may be adjusted by mutual agreement between the parties.
5. The Employer and the Union understands and acknowledges that except as required by Article 16 of the Collective Agreement, employees will not be eligible for overtime pay for the hours set out in the Schedule, until the employee has worked 80 regular hours in the pay period.
6. The Employer and the Union understands and agrees that employees will not work any hours in addition to those set out in the Schedule without the express permission of the Employer.
7. For hours worked in excess of the 80 hours per pay period, the employee will be paid:
 - (a) at time and one-half for the first two hours; and
 - (b) double-time for hours worked in excess of the hours referred to in (a) above.
8. This Averaging Agreement may be cancelled by the Employer upon 30 days written notice. The Employer will consult with the Union prior to such cancellation as per Article 14.2(g)(2).




- 9. This Averaging Agreement will always be construed and applied in a manner that is consistent with the Collective Agreement. Should any provision in this Averaging Agreement confer a lesser benefit than the minimum standards required by the Collective Agreement, the minimum standards shall replace that provision to the extent of the inconsistency.
- 10. The Parties acknowledge they have read and fully understand the terms of this Averaging Agreement.

SIGNED AND AGREED BY THE UNION ON THIS _____ 12/20/2024

Signed by:  _____ (signature of Union)
3CA139A566A142B...
Jordan Lawrence

SIGNED AND AGREED BY THE EMPLOYER ON THIS _____ 12/20/2024

Signed by:  _____ (Per: Authorized Signatory)
AF611A711E7G442...
John Ramsay