

MEMORANDUM OF AGREEMENT

Between

THE OTTAWA PUBLIC LIBRARY

And

THE CANADIAN UNION OF PUBLIC EMPLOYEES – LIBRARY GROUP

Re: Sunday Scheduling

The Parties agree that the following process will be followed when scheduling Sunday shifts.

1. Sunday schedules will be set twice per year.
2. The Employer has the right to designate a minimum number of Sunday shifts to be staffed by regular (permanent) employees at the branch. These shifts will first be offered to qualified regular employees at the branch in order of seniority who have expressed a desire to work the shift. If the minimum number of Sunday shifts to be staffed by regular employees at the branch has not been met, shifts will be filled in reverse order of seniority from among qualified regular employees at the branch who have accepted the fewest Sunday shifts.
3. A subsequent call-out shall be made, simultaneously system-wide to fill any remaining shifts. These shifts shall be offered in order of seniority first to qualified employees who have expressed a desire to work the shift and then in order of hours worked to casual/temporary employees.
4. If Sunday shifts remain unfilled after the call-out, the Employer has the right to require employees to work Sundays based on reverse order of seniority.
5. It is understood that employees have an obligation to not accept shifts that put them into an overtime situation without management approval.
6. All collective agreement provisions shall continue to apply.

Signed in Ottawa, on _____, 2017

For CUPE 503, Library Group

For the Ottawa Public Library