



Averaging Agreement

The Aboriginal Coalition to End Homelessness and
to the following averaging agreement pursuant to section 37 of the *BC Employment Standards Act*.
An employee's agreement to averaging hours of work is voluntary and is between the employer
and an individual employee.

Number of weeks over which the agreement applies	[4] (whereby a week is defined as a period of 7 consecutive days beginning on)
Start date of the agreement	
End date of the agreement	
Overtime pay	If required to work longer than their scheduled shift, or work an additional shift on a different day, overtime will be paid at 1.5 of their regular hourly rate for all hours worked in excess of 160 hours in a 4 - week pay period.
Changes to the schedule	At the employee's written request, the employer and employee may agree to adjust the work schedule provided that the total number of hours scheduled in the agreement remain the same.
Time off	The schedule below ensures that the employee is entitled to a 32-hour interval free from work each week, and at least 8 hours free from work between shifts.

Work schedule for each day covered by the agreement:

Week 1							
Week 2							
Week 3							
Week 4							

Total hours: 4 weeks X Total # hours= Total # Total Hours / 4 Weeks = Total # / 4 hours (hours cannot exceed 160 hours)

All parties agreeing to the averaging agreement are bound by the terms outlined in this agreement until the expiry date set out above, or, as agreed to in writing, an adjustment to the work schedule or the expiry date. The employer will retain this averaging agreement for 2 years after the employment relationship terminates.

Agreement: I have received and reviewed the Averaging Agreement and I understand that it is my responsibility to read and comply with the guidelines contained herein and any revisions made to it. In signing this document, I understand that I am agreeing to average my hours as indicated above.

Signature

Signature

Date

Date