

Averaging Agreement

Under the British Columbia Employment Standards Act

This Averaging Agreement is made between:

Employer: Simba Security Services

Employee: _____

Effective Date: May 21, 2025

End Date: Upon completion of the project/job

1. Purpose

This agreement is entered into pursuant to Section 37 of the *Employment Standards Act* to average hours of work over a period longer than one week.

2. Averaging Period

The averaging period under this agreement is **one week** (7 consecutive days), beginning May 21, 2025, and repeating weekly until the project is completed.

3. Work Schedule

Under this agreement:

- The employee may work **up to 12 hours per day**.
- The employee's **weekly hours will average no more than 40 hours per week** during the averaging period.
- The employee will have a **minimum of 32 consecutive hours off** between shifts on a weekly basis.

4. Overtime

- Overtime will apply **only if** the employee works:
 - **More than 12 hours in a day**, or
 - **More than 40 hours per week** averaged over the one-week period.

5. Voluntary Agreement

- The employee acknowledges that this agreement is being entered into **voluntarily** and **without coercion**.

- The employee understands their rights under the *Employment Standards Act*, including entitlements to overtime and rest periods.

6. Changes and Termination

- This agreement may be amended or terminated by mutual consent in writing.
- The agreement automatically terminates upon completion of the job.

7. Signatures

By signing this document, both parties agree to the terms of this Averaging Agreement as outlined above.

Employer Signature: _____

Name: _____

Date: _____

Employee Signature: _____

Name: _____

Date: _____