



TEAMSTERS LOCAL UNION No. 31

AFFILIATED WITH TEAMSTERS CANADA AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS
#1 GROSVENOR SQUARE, DELTA, BC V3M 5S1

NOTICE TO ALL TEAMSTERS LOCAL 31 MEMBERS EMPLOYED AT SCHOOL DISTRICT NO. 34

TRANSITION FROM CASUAL/ESC EMPLOYEE TO REGULAR EMPLOYEE

COLLECTIVE AGREEMENT LANGUAGE SIGNED OFF LAST CONTRACT 2012 – 2014

Sisters and Brothers:

It has been brought to my attention that there is some confusion surrounding the last contract ratification language with regard to regularization. In previous language, all employees, with the exception of the ISS group, fell under "one time" transition language (an employee reached 80% of 1.0 FTE and was made "regular"). The ISS group fell under language that stated after working 10+ weeks in one position they were regularized until that work was completed, then went back to casual. In an effort to ensure that all members were treated equally, language was bargained successfully by the Committee that now allows the ISS employees to regularize permanently with the same methodology as all other District employees and no longer flip back and forth from "regular" to "casual" for 3 consecutive years.

The new Collective Agreement is now being printed but for clarification purposes, please see the following:

Article 8:6 TRANSITION FROM CASUAL/ESC EMPLOYEE TO REGULAR EMPLOYEE

8:6.1 In the event that a casual/ESC employee (except ISS) works, in the one year period from July 1 to June 30, eighty percent (80%) of the annual hours stipulated as 1.0 FTE for a classification, upon reaching the required hours for a classification, the ESC will have his/her status changed from a "casual ESC" employee to a "regular" employee as defined in Article 1:1 herein.

8:6.2 For the purpose of calculating a casual/ESC employee's percentage, the following will apply:

- (1) Only hours actually worked by a casual/ESC in the classification that is the subject of calculation will be considered in the eighty percent (80%).
 - (a) For clarification, it is understood and agreed that a normal work week consisting of 40 hours has 2080 hours as the equivalent of 1.0 FTE and a normal work week consisting of 35 hours has 1820 hours as the equivalent of 1.0 FTE
 - (b) For further clarification, it is understood and agreed that eighty per cent of hours in a one year period in a classification with 2080 hours as 1.0 FTE – 1664 hours and with 1820 hours as 1.0 FTE = 1456 hours.
 - (c) **It is understood and agreed that fifty three per cent of the hours in a one year period in a classification with 1820 hours as 1.0 FTE = 965 hours.**
- (2) The annual hours for a classification will be determined based on the normal work week for the classification as stipulated in Article 12:1.

Head Office:

#1 Grosvenor Square
Delta, BC V3M 5S1
Ph 604-540-6009
Fax 604-540-6073

Abbotsford:

200G - 33140 Mill Lake Road
Abbotsford, BC V2S 2A5
Ph 604-504-4520
Fax 604-504-4472

Nanaimo

#3 - 2480 Kenworth Road
Nanaimo, BC V9T 3Y3
Ph 250-758-1857
Fax 250-758-4365

Prince George

102 - 3645 18th Avenue
Prince George, BC V2N 1A8
Ph 250-563-5346
Fax 250-563-2379

Whitehorse

407 Black Street
Whitehorse, YT Y1A 2N2
Ph 867-667-2473
Fax 867-667-7112

- (3) All hours worked by a casual/ESC in each classification in which he/she has worked will be reported to the Union on May 1, June 1 and July 1 each year.

As very few ISS positions are 1.0 FTE it was agreed that 5.5 hours/day would be used thus dropping the 80% down to 53%.

Should any employees have questions and/or concerns regarding Union issues please contact me at amunoz@teamsters31.ca or call 604-504-4520 and I will be more than happy to address your concerns.

Fraternally,



Arlene Munoz
Business Representative

Phone: 604-504-4520

Fax: 604-504-4472

Email: amunoz@teamsters31.ca

AM:sep 