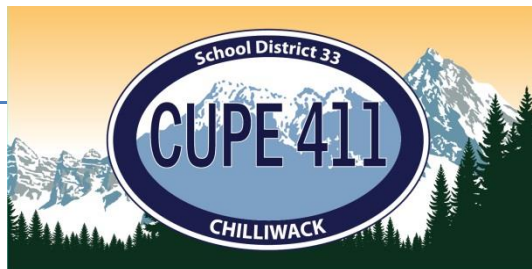


# CUPE 411 – Quick Facts

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January 2017

## *Work Load & Unpaid work*

The ongoing funding shortfalls in the K-12 system have seen numerous CUPE jobs eliminated or reduction in hours to those that remain. The only means we have to fight to restore our hours and positions is to refrain from doing unpaid work, or continue to allow the employer to increase our members workloads to unacceptable, and unachievable, limits.

We have specific language in our collective agreement that we can use to ensure our members are being compensated properly for their overtime (banking time with an Administrator or Supervisor is **NOT** acceptable MUST be accounted for in SRB) and by following the proper processes this sends a clear message to the employer that we have more work in the day than the time given to do it and in turn allows the Union to argue for an increase in time or manpower.

### **Appendix “B”**

#### **14. Unpaid Work**

In accordance with the *Employment Standards Act*, no employee shall be required or permitted to perform unpaid hours of work.

We also have clear language in our collective agreement that addresses workload concerns. By first bringing these concerns to your immediate supervisor may prove beneficial for both parties it will ensure the work being done falls within your job description and that the work you are doing is in fact what the supervisor is expecting you do. If both of the above criteria are being met then it is up to the immediate supervisor (**NOT** the CUPE member) to determine what work is to be done and what work they are prepared to not have done.

### **Appendix “B”**

#### **15. Workload Concerns**

The Parties agree that employees should be provided with a reasonable workload. Employees with workload concerns are encouraged to bring these concerns to their supervisor or union in order that the concerns can be addressed.

Should you ever have any questions regarding the above please do not hesitate to contact your respective Shop Steward or a member of the Executive for further assistance.

In Solidarity.....