

## **FREQUENTLY ASKED QUESTIONS**

### *Support Staff Make Up of Time for Spring Break 2021*

#### **Why are CUPE members making up time?**

10-month CUPE members are laid off at winter break, spring break and for the summer break. In previous years, 10-month staff have been laid off for five (5) days at spring break. Due to the extension of spring break in March 2021, 10-month staff will be laid off for ten (10) days.

To make up for the 5 day spring break extension the District felt that because the majority of our 10-month employees are directly responsible for student learning, we would **continue** to add an additional eight minutes to all permanent ten (10) month employees who work under seven hours. This would also benefit students. For those employees who are 7 hours there will be different options available to them not an additional 8 minutes.

#### **Why has spring break been extended to 10 days?**

Spring Break historically was always five (5) days however, in recent years this has been extended through negotiations with the Chilliwack Teacher's Association as they have language in their Collective Agreement pertaining to an Alternate School Calendar and any changes that come as a result of those negotiations thereby have an effect on CUPE 10-month employees.

#### **What CUPE Members are affected and How?**

10-month employees that work more than four (4) but less than seven (7) hours a day will have an additional eight (8) minutes of time added to their workday.

10-month employees that work seven (7) hours a day will only have the options that are laid out in the Letter of Understanding available to them.

#### **How are 12-month staff and bus drivers affected by the extended spring break?**

12-month staff and bus drivers will not be affected by the extension to spring break. 12-month staff will continue to receive their pay and vacation in the normal fashion.

Bus drivers will continue to be guaranteed a base of 1090 hours per school year in accordance with Article 9.5 of the collective agreement.

#### **How are casual members affected?**

Casual employees, also to include Supervision Assistants, are not impacted by this Letter of Understanding and are thus ineligible for any type of compensation due to the extended spring break.

#### **For CUPE Members who are eligible to make up additional hours, how is that decided?**

The employee's principal or supervisor must preapprove all activities and dates of work.

**For CUPE Members who are eligible to make up the time, can it be banked and taken as "Paid" time off at a later date?**

No. CUPE members who have a choice to make up the additional 25 hours must work and receive pay for that time during the pay period it is worked. This time can **NOT** be banked.

**Can employees bank their vacation pay?**

No, 10-month employees are now paid out for their vacation time on each pay cheque.

**Can employees choose not to make up time for spring break?**

Those employees that are **NOT** currently working a seven (7) hour, or more, are **NOT** able to opt out of the additional time, of eight (8) minutes, that has been added to their work day.

Those employees that are currently working seven (7) hours, or more, per shift are eligible to opt out of working any of the additional days as outlined in the Letter of Understanding.

