



FÉDÉRATION DU PERSONNEL DE SOUTIEN  
DE L'ENSEIGNEMENT SUPÉRIEUR (CSQ)

## INFORMATION CAPSULE

### DID YOU KNOW...

#### TIME WORKED OR PAID FOR OCCASIONAL OR REPLACEMENT EMPLOYEES

The **occasional or substitute** employee's number of days worked or paid is important because once they reach one hundred and thirty (130) days, it permits them to benefit from certain priority order for the following job postings:

- Replacement for a foreseeable period of 17 or more weeks (priority 3)  
Clause 5-1.15 b)
- Specific project (priority 3)  
Clause 5-1.16 b)
- Regular position (priority 9)  
Clause 5-2.09

Clause 2-3.04

#### CALCULATING THE "130 DAYS"

The method used to calculate the "130 days" was modified for the better with our latest collective agreement. The employee who has occupied occasional or substitute jobs for a length of time equivalent to one hundred and thirty (130) days worked or paid for:

- between **his first hiring date**\* at the College and the beginning of the posting,  
or
- between **his reemployment date** following a period of interruption<sup>1</sup> of twelve (12) consecutive months or more of his employment bond and the beginning of the posting,

benefits from priority order for replacement jobs for a foreseeable period of 17 weeks or more, specific projects or regular positions.

\* To calculate days worked or paid, the collective agreement stipulates that the College shall recognize time worked or paid **since December 19, 2013** (which is 30 months before the signing of the collective agreement).

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<sup>1</sup> The interruption period of twelve (12) months or more of the employment bond is calculated as of the date of signature of the 2015-2020 Collective Agreement, if applicable.

From then on, provided that the occasional or substitute employee's **employment bond has not been interrupted** for a period of twelve (12) or more consecutive months, the number of days worked or paid shall continue to accumulate.

The collective agreement has been modified to include all of the time worked or paid by occasional or substitute employees. Previously, the number of days worked or paid only covered time worked in the thirty (30) months preceding the beginning of the posting. Now, all time worked **since the first hiring date** is calculated.

**Please note:** The new method of calculating time worked or paid began with the coming into force of the 2015-2020 collective agreement. It has no retroactive effect on any movement of personnel that occurred under previous collective agreements.

The method for calculating time worked or paid was also modified in the following appendices:

**Appendix "8"** Relating to Working Conditions Applicable to Attendants for Disabled Students

**Appendix "11"** Relating to the Working Conditions Applicable to the Interpreters Employed by the College de Sainte-Foy and the College Vieux Montréal.

Adjustments were also made to the following clauses: 5-1.16, 5-2.08, 5-2.09 and 5-2.10

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**EXAMPLE**

*Marie-Claude has worked in the College as an occasional or substitute employee since January 2014. She has not been able to secure a regular position yet, but she continues to work irregularly hoping that a job opening will enable her to one day acquire job security at the College.*

*A position becomes vacant in September 2016 and is posted on September 26, 2016. She believes she has sufficient time worked or paid to be selected in accordance with the hiring priority stipulated in Paragraph 9 of Clause 5-2.09.*

*Under the old collective agreement, time worked or paid would have been calculated based on the thirty (30) months preceding the first day of the posting, which would have meant that we could only go back as far as March 2014 to calculate Marie-Claude's time worked or paid.*

*With the new collective agreement, all of Marie-Claude's time worked or paid since the first date she was hired in January 2014 is taken into account. The result is that more time worked or paid is recognized.*