

Letter of Understanding Between CUPE & East Central Alberta Catholic Schools Division #16
March 14, 2016
Mediator: Klaus Opatril

Definitions:

- **Regular Auxiliary Employee:** a TA or an IA working in a position of a temporary nature for less than 2 years.

Agreement:

- Current Regular Auxiliary employee who worked for 2 years or more in that role will be reclassified as regular employees with full benefits (pro-rated to FTE). Benefits will not be back-dated.
- On a go-forward basis, a Regular Auxiliary employee will be reclassified as regular employee with full benefits following completion of 2 years of service. (benefits will be pro-rated to FTE) Implementation of benefits will be as soon as possible subject to ASEBP regulations.
- A newly hired Regular Auxiliary employee will serve a probationary period with the same conditions as a Regular employee in Article 11.
- Upon successful completion of probation, a regular auxiliary employee will accrue sick benefits at a rate of 1 day for each worked month and will be eligible for bereavement leave as per Article 21 of the CUPE collective agreement (benefits to be pro-rated to FTE), in addition to all benefits required by statute.

Seniority

- Upon successful completion of probation, a regular auxiliary employee shall be credited with seniority back to the commencement of the initial date of hire into the regular auxiliary position.
- Regular Auxiliary employees with seniority will have rights for layoff and recall.

This agreement be effective April 1, 2016 and will fully resolve all issues identified in the policy grievance filed by CUPE on February 11, 2016.

CUPE Signature:

ECACS16 Signature:

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