

August 2, 2017

## **An Open Letter to all UNIFOR Staff re: 2017-2020 Collective Agreement**

As you are aware, UNIFOR and the Board recently ratified a 3 year Collective Agreement. In my discussions with a number of UNIFOR staff, I believe that it is important that we communicate some of the key changes:

### **Change to Pay Period: Last Banking Day of the Month**

It was agreed that the last banking day of each month would be the date when UNIFOR staff receive their monthly pay. We will use the last day on the month as the payday, providing it occurs in the "Monday to Friday" time frame.

For example, Friday September 29, 2017 will be the September 2017 Pay Day, Tuesday October 31<sup>st</sup> will be October's Pay Day, November 30<sup>th</sup> will be November's Pay Day, and December 29<sup>th</sup> will be December's Pay Day.

### **"Common Cut Off" Date: Eliminated**

Although UNIFOR asked and negotiated, UNIFOR members were not interested in a common cut-off date. As a result this 2017 negotiated item was deleted this summer.

### **Banked Time/ Altering Schedule**

In a meeting we had this summer with UNIFOR, we confirmed that the status quo remains as it has in the past. Time will be recorded as straight time, and this will greatly benefit schools secretaries who sometimes need to accumulate additional hours in September and Secretaries/ Librarians who sometimes prefer to accumulate time for PTIs and Book Fairs.

### **Have a Great Summer!**

If you have questions please feel free to review your agreement or contact your principal/ supervisor.

All the best as we begin the new school year.

In Christ,



Karl Germann  
Superintendent of Schools