



Local Interpretation Record #14-001 - Support Staff
Fleming College & OPSEU Local 351

Article #: not applicable **Article Title:** Travel Time

Background/Rationale for Local Interpretation:

Recognizing there are currently no Articles within the Support Staff Collective Agreement which provide compensation for travel time (Article 8.3 provides for mileage reimbursement only), the Support Staff Union-College Committee (SSUCC) shared a mutual interest in developing a consistent and equitable approach for acknowledging the time spent by Support Staff bargaining unit members in authorized business travel on behalf of the College. This agreement "Support Staff Travel To A Location Other Than Their Home Base" agreement which was effective December 1, 2009.

Mutually Agreed Interpretation by Support Staff Union-College Committee (SSUCC):

- This agreement applies to job-related travel time (time spent in transit) in accordance with College assigned responsibilities only.
- As much travel as possible will take place within the employee's normal shift
- The College will utilize every appropriate communication vehicle possible to eliminate unnecessary travel such as teleconference, file sharing, etc.
- Where travel must take place outside of the employee's normal shift, such time will be acknowledged at "straight time" (not as overtime as defined in Article 6.2) and for lieu time only. Travel time acknowledged under this agreement shall not contribute towards the determination of "Seventh Day-Double Time" (Article 6.2.2).
- Authorized travel time will be acknowledged (lieu time) by a reduced shift on a mutually agreeable day and shall be taken within 60 days of when it was earned unless otherwise extended by agreement of the College and the employee. The shift reduction will correspond directly to the amount of authorized time spent travelling over the normal shift hours on the day of travel. **Acknowledgement of travel time is Lieu Time only – not payment.**
- Acknowledged travel time is measured after the first 15 minutes spent travelling.

Recognizing that travel time between campuses can vary, the following chart of deemed travel times has been agreed to by SSUCC for the purposes of applying this agreement.


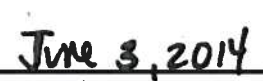
One-Way Travel	Deemed Travel Time	Acknowledged Lieu Time
Between Frost and Sutherland/McRae	Forty five Minutes	Thirty minutes
Between Frost and Cobourg:	One hour and fifteen minutes	One hour
Between Sutherland/McRae and Cobourg:	Forty –five minutes	Thirty minutes
Between Sutherland/McRae and Haliburton:	One hour and forty five minutes	One hour and thirty minutes
Between Frost and Haliburton:	One hour and forty five minutes	One hour and thirty minutes
Between Sutherland Campus and Peterborough Airport	Fifteen minutes	None

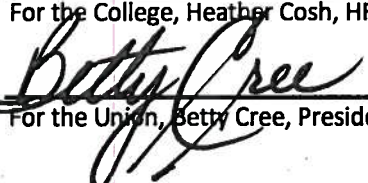
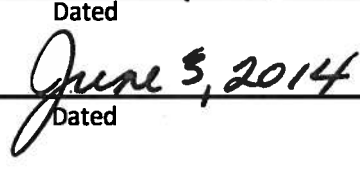
- Time spent travelling to other work locations will be measured from the employee's "home" Campus unless the employee's residence is closer to the other work location.

Example: Employee's home Campus is Frost Campus and employee lives in Peterborough. Employee needs to work at the Sutherland campus for a day. Travel time is measured from the employee's residence, not their home Campus.

Effective Date: Current practices as noted above, confirmed at SSUCC on April 29, 2014.

Authorizations:



 For the College, Heather Cosh, HR Consultant/SS Labour Specialist Dated



 For the Union, Betty Cree, President, OPSEU Local 351 Dated