

Frequently Asked questions – Bill 148

Vacation pay

Q: What qualifies for length of service? Does contract work factor into years working for the College?

A: We have a simple formula for calculating 5 years of service. If you worked any type of work for the College, for each month where you worked at least 1 day, you are granted one month of service. We use all of the data in PeopleSoft for this calculation, so any months of service since July 2006 count towards your service.

Q: I am a contract faculty with more than 5 years of service. It appears that I am only receiving 4% vacation pay. Why?

A: As you may be aware, the College Employer Council and OPSEU have agreed to establish a taskforce to discuss Bill 148 and negotiate consequential adjustments to the Collective Agreement language. We believe this will include discussion regarding the payment of vacation pay and public holiday pay. While OPSEU does not represent part-time and sessional faculty, the College does wish to maintain a consistent approach for these two aspects of employment terms and conditions. Once the taskforce's recommendations have been released to Colleges, we will be implementing any required changes retroactively to January 1, 2018. During this interim period, you will be provided with vacation and public holiday pay in accordance with the Employment Standards Act, 2000.

Holiday Pay

Q: I am a part-time administrative or support employee. Do I still need to complete the Non-Full-Time Employee Public Holiday Pay Form?

A: No, for Public Holidays that occur beginning July 1st, 2018 and ongoing, the "Non-Full-Time Employee Public Holiday Pay Form is not required.

Q: I am a part-time administrative or support employee and I still haven't submitted the form for Public Holidays between January 1st, 2018 and May 21st, 2018. Do I still need to submit the Non-Full-Time Employee Public Holiday Pay Form?

A: Yes, for any Public Holidays from January 1st, 2018 to May 21st, 2018 the form is still required to be submitted in order to be paid for the Public Holidays in 2018 from January 1st to May 21st inclusive.

Q: I did not work the day before and/or after the Public Holiday. Do I still qualify for the Public Holiday payment?

A: If you are paid for one day in the pay period where the Public Holiday falls, you qualify for the Public Holiday payment.

Rate of Pay

Q: I am now seeing two pay lines on my pay advice slip – before January 1, 2018 I only saw one. Would you please explain why I now have two separate pay lines?

A: The first one is your base hourly rate times the hours worked and the second one is your vacation pay. The total will equal the amount you would have received when vacation pay was included in your overall pay rate.