

Post-Strike

Employee Frequently Asked Questions

Updated on: November 21, 2017

1. I am a full-time faculty. When will I receive my first paycheque?

Full-time faculty will receive their first paycheque on Friday, November 24th. The earnings will be for the time period of Monday, November 20th to Friday, November 24th. In recognition of this smaller paycheque, the College will be suspending deductions for the following services: parking, coffee fund, and social fund. These deductions will start up again on the next full pay period.

2. I am a striking partial load faculty. When will I receive my first paycheque?

Striking contract faculty will receive their first paycheque on Friday, December 8th. The earnings will be for the time period of Monday, November 20th to Friday, November 24th. Your supervisor will notify you of any changes to your contract. Contracts will start up again as of Monday, November 20th. You will also receive additional compensation for the first day back (Monday, November 20th). Please complete a timesheet and submit to your supervisor for school and program meetings for that day.

On the pay of Thursday, December 21st, you will receive the first full two-week paycheque for any applicable contracts for the time period of November 26th to December 8th.

3. I am a contract faculty whose work was suspended during the strike. When will the income continuity payments stop?

Suspended employees will receive income continuity to Sunday, November 19th or to the end of their contract, whichever came first. If you were suspended on the last day of the strike, you can expect the following:

- On the pay of Friday, November 24th, you will receive the applicable income continuity for the time period of October 29th to November 11th.
- On the pay of Friday, December 8th, you will receive the applicable income continuity for one week for the time period of November 12th to 19th. Your supervisor will then notify you of any changes to your contract.
- If your contract starts up again as of Monday, November 20th, you will receive payment for one week for the time period of November 20th to 25th. You will also receive additional compensation for the first day back (Monday, November 20th). **Please complete a timesheet and submit to your supervisor for school and program meetings for that day.**
- On the pay of Thursday, December 21st, you will receive the first full two-week paycheque for any applicable contracts for the time period of November 26th to December 8th.

4. I am a striking employee. Do I need to do anything to have my Sun Life benefits reinstated?

OPSEU arranged to pay for all academic Sun Life benefits that were active as of October 16, 2017, for the duration of the strike. Any benefits you were previously enrolled in continued uninterrupted during the strike. Employees can submit claims for benefits as usual.

Any benefits with effective dates after October 16, 2017 will be impacted due to the strike. The new effective dates will be communicated to affected partial load and full-time academic employees by November 24, 2017. Please contact Stefania Gemmiti at stefania.gemmiti@flemingcollege.ca if you are unsure when benefits will be effective.

5. *I am a CAAT Pension Plan member . Can I buy back the strike period?*

Current members of the CAAT Pension Plan are able to “purchase” the period of the strike by paying both the employee and employer share. If you are interested in this option, please email Shannon Beaudoin at Shannon.Beaudoin@flemingcollege.ca to discuss this option.

6. *I am a part-time Support Staff employee and my contract was suspended during the strike. I have not heard if I should return to work?*

You will receive notification from your Supervisor advising of your return to work status. If you have not received a phone call or email, please contact your Supervisor directly.

7. *Will I receive a new contract or does my previous contract (prior to the strike) still apply?*

Unless you have been notified otherwise by your Chair/Supervisor, your contract(s) that was in place prior to the strike for the week of November 20th will continue to be in effect as of today. For now, please continue to follow that contract, unless you hear otherwise from your Chair/Supervisor. You will be provided an updated contract during the week of November 27th, which will reflect your finalized workload for the remainder of the semester. If your contract ended prior to November 20th, you will be contacted by your Chair/Supervisor if any additional work is needed on your part for semester completion.

8. *I am a contract faculty. What will I be paid for the additional hours I worked on November 20th?*

You will be paid the meeting rate (\$23/hour) for the first hour of the School meeting and then your attendance at the program meetings for the remainder of the day will be paid at your non-teaching rate. You will need to fill in an exception report for the hours.

9. *I understand that the College will not be closing at noon on December 22nd as originally planned. Am I expected to work a full day?*

Yes, the college will be open all day on Friday, December 22nd as part of the semester extension plan. If you customarily work on Fridays, you are expected to work a full day. The college is considering a half day closing sometime in the Winter semester and further information will be communicated in the new year.

10. *Will the College be open during the week between December 25th and January 2nd?*

No, the college will be closed during this time frame. Fleming College's revised semester timelines are:

Fall semester classes run until Friday, December 22

- Fall semester classes will resume Tuesday, January 2 and run up to and including Monday, January 8

- Winter semester will start on Monday, January 15

- Winter semester classes end one week later on Friday, April 27

- Winter break week will occur, but will be moved to one week later, March 5 to 9

11. What additional supports are in place for students who may be experiencing exceptional stress and anxiety?

Student Services and the Academic Division will be offering onsite “Ask US” booths and maintaining an on-line central email for students to send their questions to. An updated FAQ document is available to students on the main page of the Portal.

Additional Counselling Support will be available for walk-in appointments exclusively over the first two weeks of the semester and re-assessed for possible extension.

Along with the Ministry of Advanced Education and Skills Development, President Tilly has confirmed a province-wide Student Strike Relief Fund to address financial challenges that students have experienced because of the strike. You can view the Ministry announcement regarding the fund and withdrawal and refund policies [here](#).

12. I have other questions that are not answered here. How can I get them addressed?

A central email has been set up to answer questions that may arise during the reintegration phase following the strike. Please send your questions to:

poststrike-AskHR@flamingcollege.ca

Someone from HR will respond to all email enquiries within one business day.