



Management Offer Outlined

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Proposals for Support Staff Are Concerning

This week, the Management Negotiating Committee for English-Language School Boards outlined its proposals for the accelerated round of bargaining. Here are the main components:

Proposal 1: No overtime for those who work fewer than 35/38.75 hours per week.

The employer wishes to review overtime for employees who do not have a full-time (100%) position. For example, there would be no paid overtime before reaching 35/38.75 hours per week or 7/7.75 hours per day. Therefore, employees who work 25 hours per week could have to work 10 hours at their regular rate before receiving 150% of their rate.

Proposal 2: Limiting relocation when positions are eliminated.

The employer wishes to limit the choices of employees whose positions are eliminated, by only allowing for the relocation of employees with the least seniority.

Proposal 3: Reviewing the 50-kilometre rule when positions are eliminated.

The employer wishes to be able to relocate employees whose positions are eliminated more than 50 kilometres from their homes or previous positions.

Proposal 4: Elimination of conditions specific to the EMSB.

The employer wishes to remove Appendix 11 in its entirety. The appendix modifies a number of provisions in the collective agreement for EMSB employees.

Proposal 5: Increasing hours for a position to avoid eliminating it.

The employer wishes to allow for an increase in hours of up to 20% for a position so as not to eliminate it, unless there is a change in status.

Proposal 6: Reducing the period for changing schedules.

The employer could change schedules for existing positions if certain administrative or pedagogical needs warrant it. Currently, it must give advance notice of 30 working days. It wishes to reduce this period to 10 days for pedagogical reasons.