

LOU 16b: Article C.4 TTOC Employment — Transitional Issues

❖ Overview

This LOU outlines the process to be applied when transitioning to the new provincial Article C.4 TTOC Employment language.

❖ Letter of Understanding No. 16b Re: Article C.4 TTOC Employment — Transitional Issues

Prior to Article C.4 coming into effect on September 19, 2014 there were three (3) possible situations in previous local collective agreements with respect to recognizing TTOC experience towards increments:

- 1. There was no applicable language in the previous local collective agreement, i.e., TTOC experience was not recognized nor had any effect towards an increment.*
- 2. The previous local collective agreement language recorded but only recognized TTOC experienced once a continuing appointment was obtained in the same district.*
- 3. The previous local collective agreement recognized TTOC experience earned in the district for increment purposes.*

The purpose of this letter of understanding is to address these three (3) situations when transitioning from the previous local collective agreement language concerning TTOC experience that would have previously applied prior to Article C.4 coming into effect on September 19, 2014.

1. No Applicable TTOC Experience Language

As there was no previous recognition of TTOC experience for increment purposes under the previous local collective agreement, there are no transitional issues.

2. TTOC experience recognized when continuing appointment is obtained

There are some districts that have previous local collective agreement language which only recognizes TTOC experience earned in the district once the employee obtains a continuing appointment.

As a result, there will be some employees who have worked as a TTOC, but had not obtained a continuing appointment in that district prior to Article C.4 coming into effect (September 19, 2014).

For these districts/locals with this specific previous local agreement language, the parties have agreed to the following transitional process:

- 1. Record for each employee their TTOC experience amount under their previous local agreement as of September 18, 2014.*
- 2. Effective September 19, 2014, Article C.4 would apply for TTOC experience accrued from that date onward.*
- 3. If in the future, the employee attains a continuing appointment in this same district, the recorded amount of TTOC experience in clause 1 above would then be applied to the previous local collective agreements increment language for continuing employees as it would have previously occurred prior to Article C.4 coming into existence.*

For example:

- Recorded amount for John Smith is 240 day of TTOC experience on September 18, 2014.*
- John Smith obtains a continuing appointment on September 2, 2015.*
- On September 2, 2015, 240 days of TTOC experience would then be applied to the previous local collective agreements increment language for continuing employees as it would have previously occurred prior to Article C.4 coming into existence.*

3. Prior to Article C.4 coming into Effect the Previous Local Collective Agreement Recognized TTOC Experience Earned

In this situation, on September 19, 2014, any days of TTOC experience remaining on September 18, 2014 under the previous local collective agreement language would be transferred to the TTOC experience provision of Article C.4 which took effect on September 19, 2014.

Original signed April 22, 2015.

❖ Implementation

This provincial LOU came into effect April 22, 2015. This is a one-off process which should have occurred in all districts in 2015 (retroactive to September 2014).