

DID YOU KNOW THAT...

WITH RESPECT TO THE STATUS OF EMPLOYEES

The collective agreement identifies various types of status. Sometimes we confuse two different types of status. Here's a summary.

FULL-TIME OR PART-TIME EMPLOYEES

The full-time employee is one who works the number of hours provided for in clause 7-1.01 for his class of employment (35 hours or 38 hours and forty-five (45) minutes). (clause 1-1.20)

The part-time employee is one who works regularly each week a number of hours less than the normal hours provided for in clause 7-1.01 for his class of employment. (clause 1-1.21)

REGULAR EMPLOYEES

The regular employee is a full-time or part-time employee who has completed his probation period. (clause 1-1.24)

PROBATION

The new full-time employee's probation period is of sixty (60) days worked or paid for. (clause 5-1.10, 1st paragraph)

The new part-time employee's probation period is of ninety (90) days worked or paid for. (clause 5-1.10, 2nd paragraph)

OCCASIONAL OR SUBSTITUTE EMPLOYEES

The temporary employee is hired:

- To handle a temporary increase in workload or an unforeseen event
Or
- For the purposes of carrying out a specific project. (clause 1-1.23)

The substitute employee is hired to **replace** totally or partially, **in the same class of employment**, an employee who is temporarily absent from his job, with a prior agreement to lay him off at the end of this absence, **at the latest**. (clause 1-1.25)

STUDENT EMPLOYEES

The student employee must be a full-time student at the College and perform a function covered by the classification plan to meet specific needs. (clause 1-1.22)

Other Information Capsules or Application Guides can be found on the FPSES website under the tab "**Guides d'interprétation**". This will answer many of your questions.

Feel free to contact your local union for further information or to suggest new topics.