



Nov 14, 2011

## **Stewards' Bulletin:**

### **RPT Top-Up Update (article 11.7.3)**

Through the grievance procedure, it became apparent that the Union had interpreted article 11.7.3 incorrectly. Instead of a stand-alone article, it must be read in conjunction with 11.7.2. When regularization changes were bargained in 2001, it was agreed that these two articles would work together.

**So what does this mean?** There are some instances where a RPT employee, who has worked over his /her commitment level for two years, over two terms, may not receive a top-up.

**When can that happen?** The top-up will not happen if the following conditions are met:

1. There were people in your department who were:
  - a. On union leave (or release) or,
  - b. A non-area specific coordinator or,
  - c. On parental leave.
2. **And**, if this top-up would cause the number of regularized sections to be more than the number of base sections in the department.

**This does not stop top-ups in any other circumstances such as covering for sick leaves, running extra sections, or parental leaves with adequate numbers of base sections.**

Stewards will be given a fuller explanation at the November 22 meeting. Please attend so that you can explain this to your colleagues.

If you have any immediate questions or concerns, please contact the Chief Steward, Nanci Lucas at [nlucas@capilanou.ca](mailto:nlucas@capilanou.ca) or x3673.