

CUPE 1975 Return to Work Frequently Asked Questions

This represents some frequently asked questions and their answers. We will update this document as necessary to respond to common questions.

Q: When and where are employees expected to return to work?

A: Employees are expected to report to their normal workplace at their regular start time starting Monday, December 3, 2007 unless other arrangements have been made with their manager. All employees are to have reported to their manager by December 6, 2007. Employees must indicate on a form (provided by the manager) that they have returned to work.

Q: What happens if employees do not show up to work on December 3rd morning?

A: As outlined in the return to work agreement, employees not returning within seventy hours of the date of return (December 3, 2007) shall be considered to have resigned from employment.

Q: Can employees use vacation, earned days off, or leave without pay to cover off my time between the scheduled return to work and my actual return?

A: Members who are not able to return to work at the expected time should notify their supervisor regarding their return. Arrangements can be made at that time to determine how the absence will be handled.

Q: What happens if staff does not report to work? As a manager, do I need to contact them?

A: You may contact them if desired. It is the responsibility of the employee to contact you if they are not able to return at the expected time. Employees not returning within seventy-two hours will be considered to have resigned from employment.

Q: What resources are available to help people who are uncomfortable with the current labour situation?

A: We recognize that this is a difficult time for employees who are returning as well as employees who have worked during the past month. Many resources are available to help individuals deal with concerns they have. Employees experiencing difficulty should contact the Employee Assistance Program at 966-4300. This confidential service is provided both on campus (Room 1013 – 1018 in the Education building) and off-site. A complete list of services and more detailed contact information can be found on the EAP website at (<http://www.usask.ca/eap>)

Q: When will the retention bonus be paid?

A: After the tentative agreement has been ratified, the retention bonus will be paid to employees other than casuals on the first day of the month following the month of ratification. If the ratification of the agreement occurs in December, the retention bonus will be paid on the January 2008 cheque. The bonus will be \$1000 for full time employees and will be prorated for employees who work less than full time.