

# Get to know your Collective Agreement: Service Credits

OPSEU 562



# What is a service credit?

## 26.10 C

... a partial-load teacher will be entitled to credit for service from ... January 1, 1977 ... on the basis of  $\frac{1}{2}$  month's credit for each calendar month in which the employee teaches 30 hours or more and from October 1, 2017 (but not earlier) on the basis of one month credit for each calendar month in which the employee teaches 30 hours or more.



# What changed in CA due to the Kaplan Award (2022)?

As of September 9, 2022:

## **Article 26.09** – Statutory and College Holidays

Partial-load employees who are under contract on the last working day prior and the working day subsequent to a holiday . . . shall have such day counted for the purposes of service

## **Article 26.10 C** – Service Credits

[service shall be calculated] on the basis of one month credit for each calendar month in which the professor or instructor is teaching 28 hours or more.



# Mohammad: 8 TCH/week

Today ↑ ↓ 2020 January

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Dec 29	30	31	Jan 1	2	3	4
5	6	7	8	9	10	11
					8 hrs	
12	13	14	15	16	17	18
					8 hrs	
19	20	21	22	Jan 23	24	25
				10°		
					8 hrs	
26	27	28	29	30	31	Feb 1
					8 hrs	

32 hrs = 1 service credit



# Mohammad: 8 TCH/week

Today ↑ ↓ 2020 February ▾						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Jan 26	27	28	29	30	31	Feb 1
2	3	4	5	6	7	8
					8 hrs	
9	10	11	12	13	14	15
					8 hrs	
16	17	18	19	20	21	22
					8 hrs	
23	24	25	26	27	28	29

TCH < 28 = No service credit



# Mohammad: 8 TCH/week

Today ↑ ↓ 2020 March


Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Mar 1	2	3	4	5	6	7
					8 hrs	
8	9	10	11	12	13	14
					8 hrs	
15	16	17	18	19	20	21
					8 hrs	
22	23	24	25	26	27	28
					8 hrs	
29	30	31	Apr 1	2	3	4

32+ hrs = 1 service credit



# Mohammad: 8 TCH/week

Today ↑ ↓ 2020 April

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Mar 29	30	31	Apr 1	2	3	4
						? hrs
5	6	7	8	9	10	11
						8 hrs
12	13	14	15	16	17	18
						8 hrs
19	20	21	22	23	24	25
26	27	28	29	30	May 1	2

TCH < 28 = No service credit



Sasha: 12 TCH/week

January = 48 TCH = 1 service credit

March = 48 TCH = 1 service credit

February =

April =





# Sasha: 12 TCH/week

Today ↑ ↓ 2020 February

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Jan 26	27	28	29	30	31	Feb 1
2	3	4	5	6	7	8
					12 hrs	
9	10	11	12	13	14	15
					12 hrs	
16	17	18	19	20	21	22
					12 hrs	
23	24	25	26	27	28	29
	✘	✘	✘	✘	✘	

TCH > 28 = 1 service credit



# Sasha: 12 TCH/ week

Today ↑ ↓ 2020 April

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Mar 29	30	31	Apr 1	2	3	4
					>6 hrs	
5	6	7	8	9	10	11
					12 hrs	
12	13	14	15	16	17	18
					12 hrs	
19	20	21	22	23	24	25
26	27	28	29	30	May 1	2

TCH > 28 = 1 service credit



# Why service credits are important:

## MOHAMMAD

2 service credits / term

6 service credits / year

10 service credits = 5 terms

No step increase for 2 years

= Lower priority in hiring pool

## SASHA

4 service credits / term

12 service credits / year

10 service credits = 2.5 terms

Step increase every year

= Higher priority in hiring pool

Stand up for your rights!



# Check your service credits!

**27.04 A** In January of each year, the College shall prepare and post lists as follows:

...(iii) a seniority list of all partial-load employees employed since the previous January showing the employee's name, division or department, and accumulated service to date.

**27.04 B** Such lists shall be posted for at least two weeks and the information contained therein shall be considered correct for all purposes unless the employee disputes its accuracy within such two-week period by filing written notice thereof with the College.



# www.opseu562.org



HUMBER FACULTY UNION  
OPSEU Local 562

MEMBERS BENEFITS CONTACTS

OPSEU LOCAL 562

IMPOSED TERMS AND CONDITIONS SIGN UP FOR OUR MAILING LIST

- Become a signed member!
- Full-time professors
- Partial-load professors
- Counsellors & librarians
- Part-time/Sessional Faculty Organizing Drive
- 2017-2021 Collective Agreement
- NewsBreak
- PL – Rate of Pay
- Initial salary step calculation
- Partial-Load Registry
- Seniority Lists



**Johnson Insurance**  
OPSEU 562 has partnered with



**FAQ: Partial-Load Registry**  
Learn about your rights under the



**Decode the SWF**  
**Full-time faculty:** the SWF



**Initial Salary Step Calculation**  
**All faculty:** your starting salary is





Calculate your service credits for the current academic year.

Ask for your step increases at 10 service credits.



Be prepared to negotiate your contracts with your AD/manager.





M-F 9:30 to 4:30, F 105  
North Campus  
T 12:00 to 2:00, A 116A  
Lakeshore Campus

## CONTACTS

[www.opseu562.org](http://www.opseu562.org)





THANK  
YOU



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