

Get to know your Collective Agreement:

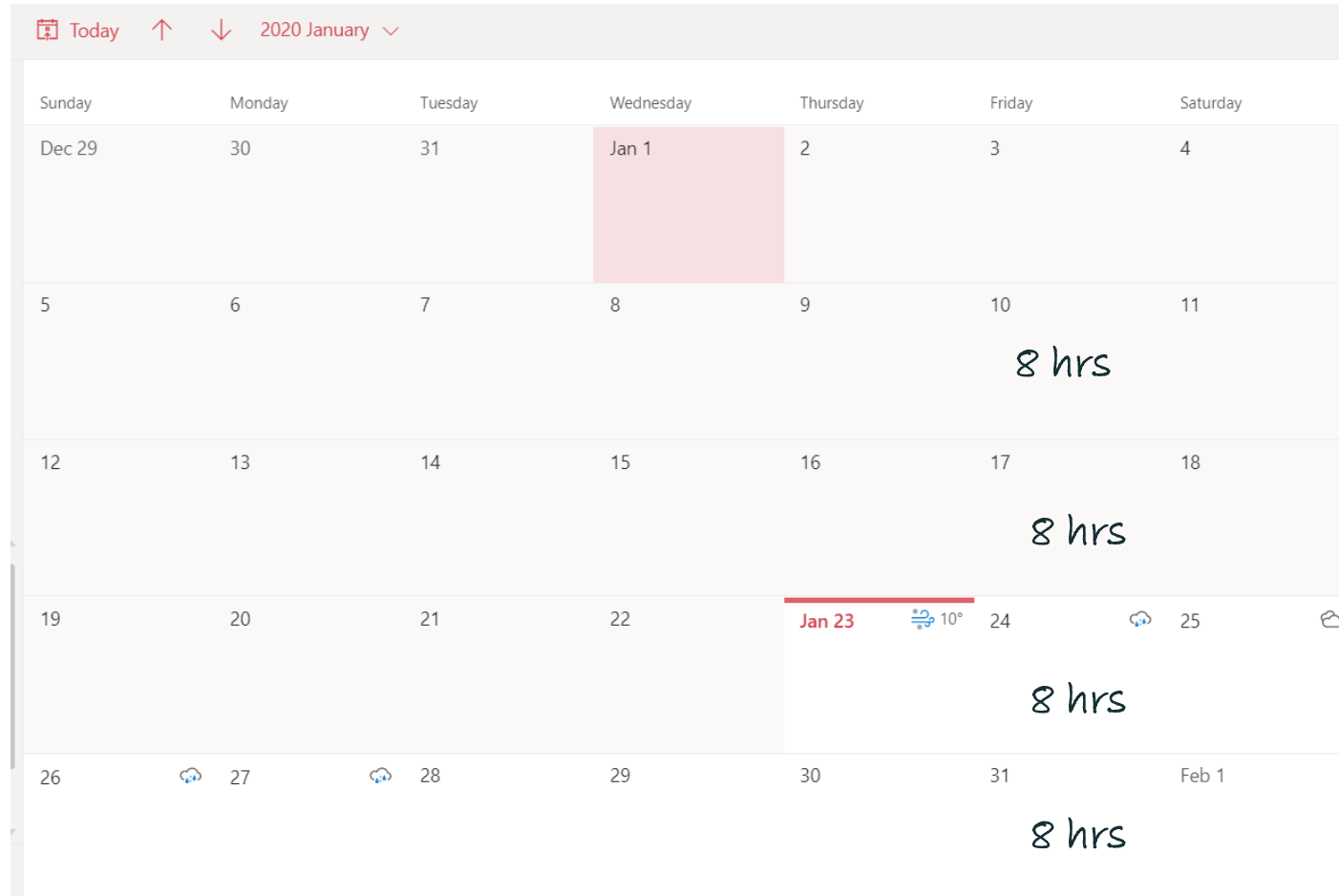
Service Credits

# What is a service credit?

## 26.10 C

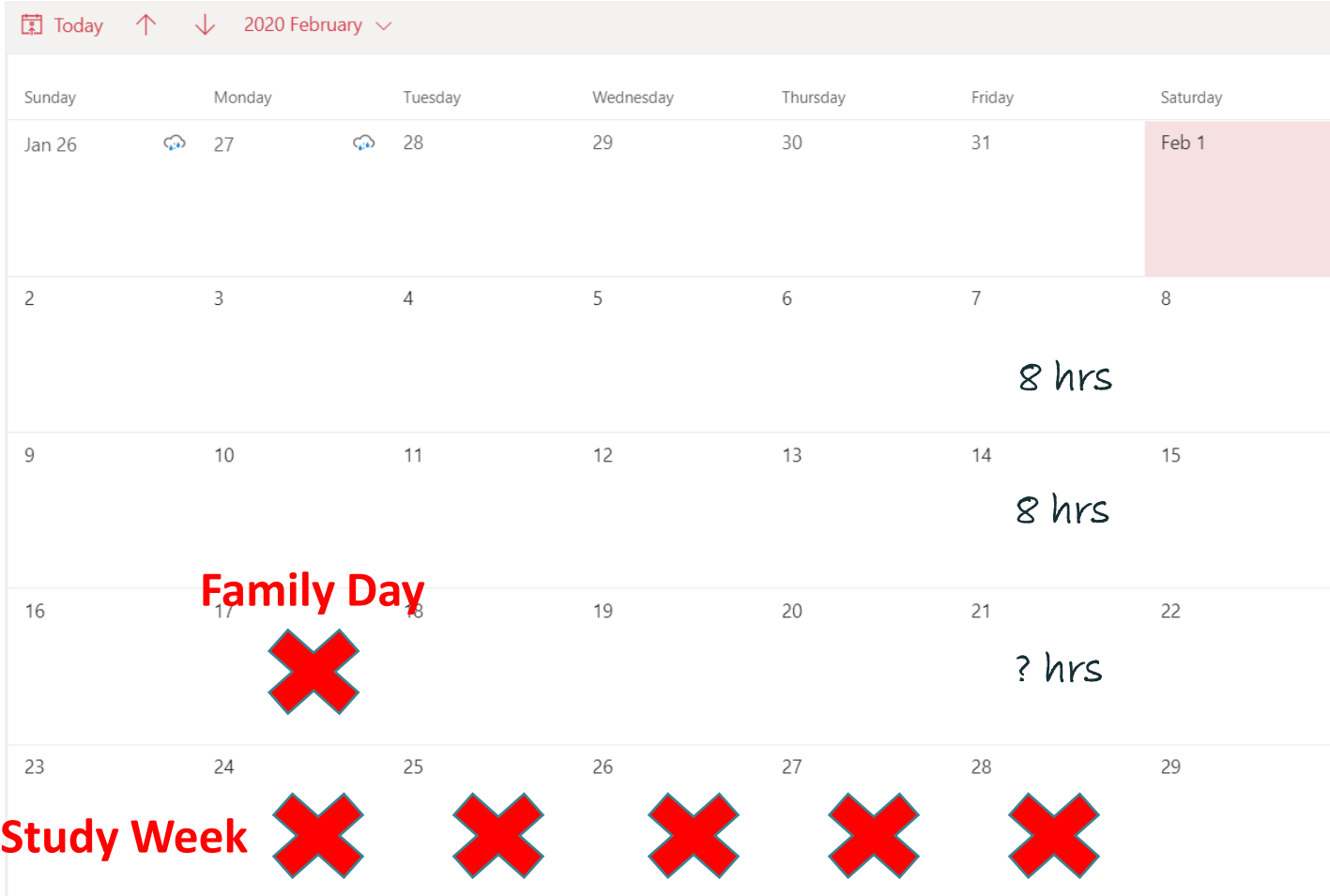
... a partial-load teacher will be entitled to credit for service from ... January 1, 1977 ... on the basis of ½ month's credit for each calendar month in which the employee teaches 30 hours or more and from October 1, 2017 (but not earlier) on the basis of one month credit for each calendar month in which the employee teaches 30 hours or more.

# Mohammad: 8 TCH/week (Jan)



Monthly Total: 32 hrs = 1 service credit

# Mohammad: 8 TCH/week (Feb)



Likely TCH < 30 = No service credit

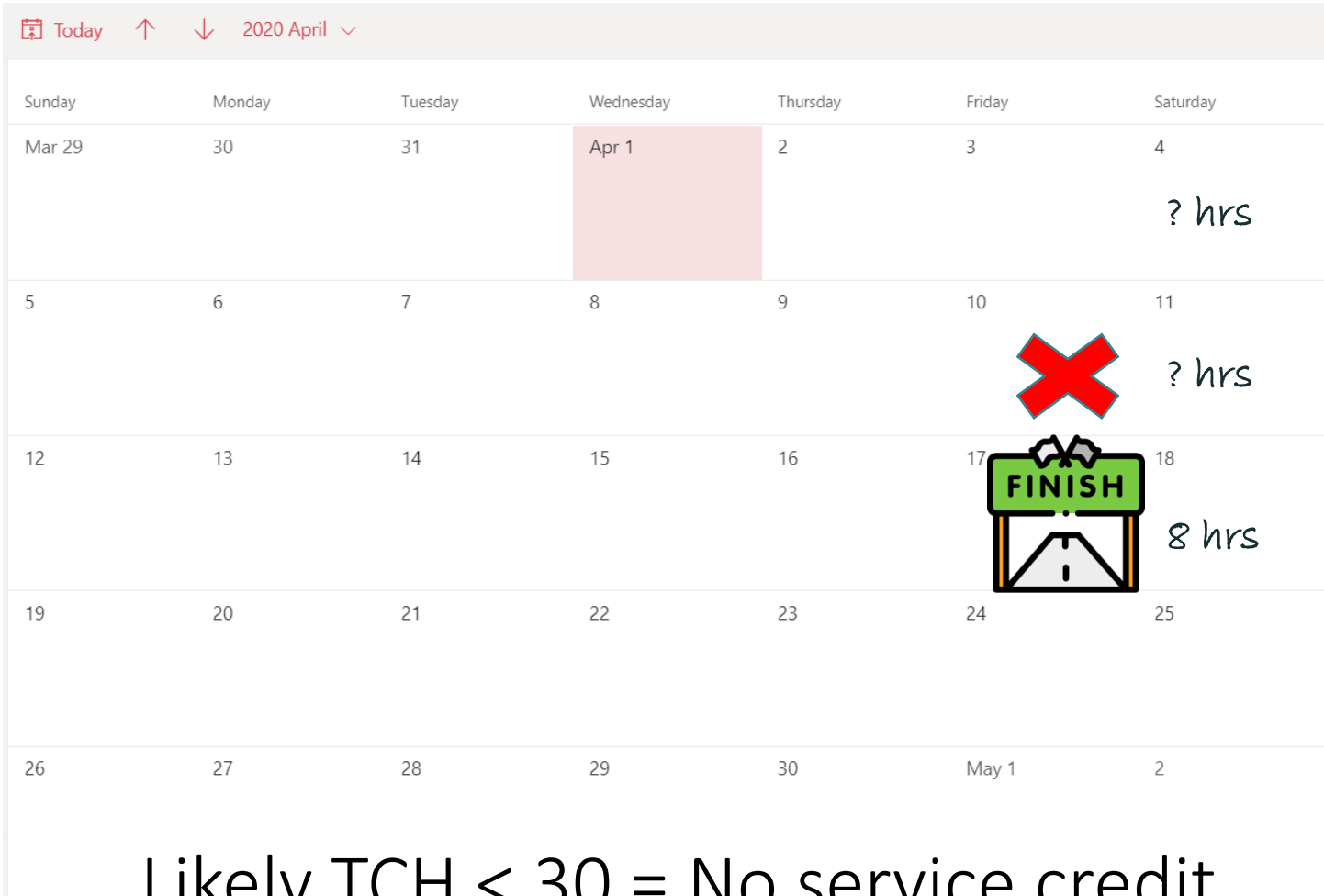
# Mohammad: 8 TCH/week (Mar)

Today ↑ ↓ 2020 March ▾

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

32+ hrs = 1 service credit

# Mohammad: 8 TCH/week (Apr)



Likely TCH < 30 = 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 (Feb)

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
	X				>6 hrs	
23	24	25	26	27	28	29
	X	X	X	X	X	

Likely TCH > 30 = 1 service credit



# Sasha: 12 TCH/ week (Apr)

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

Likely TCH > 30 = 1 service credit

# Why service credits are important:

## MOHAMMAD

2 service credits / term

6 service credits / year

10 service credits = 5 terms

No step (pay) 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 (pay) 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.



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 supervisor.

