

FAQ for Regular CUPE members working Term PEA positions

Will my benefits change?

Benefits remain with your Primary CUPE position while working as a Term PEA.

Do my vacation and sick leave entitlements change?

Like your benefits, entitlements remain with your Primary CUPE position.

Can I work modified (flex) time while in my Term PEA position?

No provisions exist allowing modified work schedules while in a PEA position.

What happens to any modified time I have accumulated in my CUPE job?

Please work with your supervisor to plan how to use this time before you begin your Term PEA position.

What about Overtime?

When a staff member in a Term PEA position is required to work in excess of 35 hours per week by the end of a 26 week period, then the staff member will receive **Compensatory Time Off (CTO)**.*

How does my earned overtime get entered into Web Leave?

Enter extra hours worked using OTE. The extra hours are compensated at **straight time**. For example: if you work an extra 2 hours, record 2 hours OTE.*

Who approves my Web Leave?

The supervisor of your Term PEA position will approve your leave records.

*For additional details on Compensatory Time Off provisions, please refer to the PEA Collective Agreement <https://www.uvic.ca/hr/pay-benefits/collective-agreements/index.php>

UVic Benefits Office	Email benefits@uvic.ca
UVic Payroll Office	Email payroll@uvic.ca
UVic Pension Services Office	Email pensions@uvic.ca
Collective Agreements	Collective agreements - University of Victoria (uvic.ca)
Benefit Handbooks and Quick Reference Guides	Benefits handbooks – University of Victoria (uvic.ca)
CUPE local 951	CUPE 951 – Office, Technicians, Animal Care Workers and Child Care workers at Uvicat UVic
Professional Employee Association – UVic chapter	UVic — University of Victoria PEA

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