



**VOLUNTARY WORKLOAD REDUCTION AGREEMENT
PROFESSIONALS – FPPC (CSQ) 8-13.00**

Whereas under the Collective Agreement (FPPC-CSQ 2010-15) the Voluntary Workload Reduction (VWR) Program has been incorporated in Article 8-13.00;

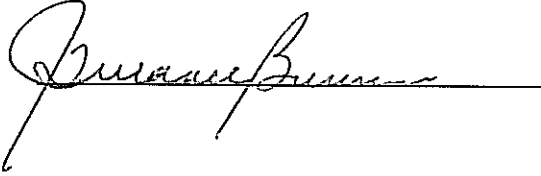
Whereas the College and the Union wish to enter into a mutually acceptable local arrangement in accordance with Article 8-13.12 of the 2010-2015 Collective Agreement to replace the local agreement of March 15, 2001.

THE PARTIES AGREE AS FOLLOWS:

- 1.01 The requests for all voluntary workload reductions of 12 months must be made to the College no later than April 30th to take effect July 1st. For 2011-2012 only, the deadline to apply for a voluntary workload reduction will be extended to May 31st, 2011. The salary reduction for all voluntary workload reduction plans of 12 months will be applied evenly for the entire period, except as specified in 1.04 below.
- 1.02 By exception, a voluntary workload reduction that is less than 12 months in duration and subject to a written agreement with the professional's manager may be submitted after the April 30th deadline but with a minimum of 30 days notice.
- 1.03 In addition to the options provided in 8-13.05 sub-paragraphs a), b) and c), and in accordance with Article 8-13.05(d), professionals may reduce their workload by up to 60 days per year (*0.769 FTE*). Should professionals want to reduce their workload greater than 60 working days per year, i.e., a workload of less than 0.769FTE but to a maximum reduction of 40%, vacation entitlement shall also be reduced according to Article 8-4.04 and the table in Article 8-4.06 of the Collective Agreement. The professional and manager concerned must agree in writing to a schedule for the work period in question.
- 1.04 The professional who has a reduced workload of 60 days or less will accumulate vacation in accordance with 8-4.00 as if he/she were not participating in the program. Nevertheless, during a week when the professional who is participating in the voluntary workload reduction program is completely on vacation, the professional will be paid a full 35 hours and these hours will be deducted from the vacation bank unless there is a separate written agreement between the professional and the manager.
- 1.05 All other stipulations of Article 8-13:00 of the Collective Agreement shall apply.

IN WITNESS WHEREOF THE PARTIES HAVE REACHED THIS LOCAL ARRANGEMENT
THIS 17th DAY OF August, 2011.

For the College:





For the Union:

