

Q&A Ministerial Order - 2020-04-10

QUESTION	ANSWER
DEPLOYMENT PROCEDURE	
What will be the process to redeploy employees, which employees will be chosen first and in which order?	A procedure was established in consultation with the unions/associations and shared with all employees in the letter dated April 14, 2020.
Who remains my employer?	The school board remains your employer.
Which class of employees might be deployed to the health sector?	All classes of employment are concerned in this Ministerial Order.
EMPLOYEE REMUNERATION	
How will employees redeployed to the health sector be remunerated?	Employees redeployed to the health sector would: <ul style="list-style-type: none"> - maintain their current employment relationship with the school board; - maintain their current remuneration with the SWLSB as per their current class of employment; - benefit from the working conditions of the health sector; - receive the premiums applicable in the health sector; - maintain their membership and payment of dues to their current union; - receive training from the health sector.
Who will process the remuneration for redeployment employees?	The school board's Human Resources - Payroll Department will process remuneration of all employees who are redeployed. The health sector would provide the information for payment.
What would be my remuneration?	Current remuneration with the SWLSB will be maintained as per your current class of employment and current regular workweek/contract. For teachers, the regular workweek is considered to be 32 hours/week.
Who will pay the hours worked in the health sector which exceed my regular workweek?	The school board will pay the hours worked over the regular workweek.
How will the payments be processed and who will validate the amount of time worked for each reassigned employee?	The school board will process payments, according to time sheets sent weekly by the health sector.
REFUSALS - EXEMPTIONS	
Can an employee refuse to be redeployed and, if yes, under what basis?	Unless the employee has a specific health condition, they cannot refuse a redeployment to the health sector.



Can an employee be exempted from being redeployed to the health sector?	Yes, if the Minister of Education deems it appropriate, under specific health conditions.
Can an employee exercise their right of refusal to work for being placed in a high-risk health situation?	Yes, but they might face consequences.
Who validates if employees can be exempted to be redeployed to the health sector and how is this done?	The Minister of Education will decide who may be exempted from being redeployed to the health sector.
SPECIAL CIRCUMSTANCES	
What would happen if someone does not have childcare?	Employees deployed to the health sector may benefit from our emergency daycares.
What would happen if someone is caring for a family member?	Second question: answer forthcoming.
WORKING CONDITIONS	
What would be the functions and role of the employee redeployed to the health sector?	The health sector will determine the working conditions related to the tasks and functions assigned, as well as the work schedule, the regular workweek, and the claimed vacation days (with or without pay), as per the class of employment assumed by the employee redeployed to the health sector.
As MEES has mentioned training, what will this training entail and how long will it be?	The RSSS (Réseau de la Santé et Services sociaux) will ensure the appropriate support and adequate guidance.
Who is responsible for providing me with adequate equipment to ensure my safety and security?	It is the responsibility of the health sector to provide the appropriate equipment.
Will the work schedule remain the same throughout my mandate in the health sector if I am redeployed?	No, the workweek will be established according to the needs which arise in the health sector.
Will my seniority and experience continue to accumulate with the extra hours worked in the health sector?	For accumulation of experience, active service towards tenure status, accumulation of vacation days, sick days, ONLY the employee's regular workweek, as per the contract with the SWLSB, will count.
Will the time worked in the health sector count towards my current probation period?	No, the time worked in the health sector will NOT count towards probation periods currently in effect as employees of the SWLSB.
Which salary will be used for contributions to pension plans and salary insurance?	The TOTAL amount earned in both sectors (health and education), with the exception of premiums, will be considered towards these contributions.
Which salary will be used for contributions to the group insurance plan?	The insurance premiums paid to the group insurance plan will be based on the salary determined in the employment contract agreed to in the education and higher education sector.
Will the remuneration earned while working in the health sector be subject to income tax deductions?	Yes, these are additional remunerations subject to applicable tax deductions.

If I am redeployed to the health sector, would I be eligible for emergency daycare services?	Yes, you would have access to these services at no cost.
What kind of extra allocations would I benefit from?	<p>Compensation for daycare fees of \$30/day if you work evenings, nights or weekends.</p> <p>\$15 for meals if the work shift includes a lunch period and the work accomplished is not from home.</p>
Is there a travelling distance limit from my house to the work location of the health sector workplace if I am redeployed?	The Ministerial Order does not make provisions for distances between the home and the health sector workplace.