

## Information Session FAQs – Unionized Front Line Staff

March 2022

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### Application

**Q: When do I apply to VCH?**

A: All front-line union staff were asked to register their information with VCH by January 31, 2022, to prepare for upcoming line selection activities. If you have not already registered, please do so immediately under “Union Front Line Staff” at this website, <https://careers.vch.ca/food-onboarding>. If you have any issues, please reach out to the union or email us at [foodservicesonboarding@vch.ca](mailto:foodservicesonboarding@vch.ca).

### Interviews

**Q: Do I have to interview for my job at VCH?**

A: No, you do not have to interview for a VCH job.

**Q: Will there be a selection process?**

A: VCH will host line selection at your worksite with selection based on seniority. Line selection is when permanent full-time and permanent part-time staff select a position on the new VCH rotation. This is the position and schedule staff will work when they start with VCH.

**Q: Will my schedule change? Will my Sodexo and VCH schedules be the same?**

A: You will continue to work your Sodexo schedule until July 21, 2022 (VCH Coastal) and September 1, 2022 (VCH Vancouver/Richmond). At this time, we cannot guarantee what your rotations will be. The rotations are a work in progress with the union, Sodexo, and VCH. Rotations will soon be ready for line selection.

**Q: When will I know my schedule?**

A: We are currently working with managers to finalize the new VCH rotations. The plan is to start line selection in March. Stay tuned for details on when line selection days and information sessions will be scheduled at your worksite.

**Q: Will I be working rotating days? Or will my schedule be constant?**

A: Rotations are being finalized for each worksite, and they may or may not have rotating days. Please attend an upcoming information session when rotations are finalized. They will also be posted at your worksite before line selection.

**Q: Will VCH be posting job descriptions during line selection?**

A: We are building the work schedules with Sodexo managers, and new VCH job descriptions are currently being developed under the collective agreement.



## Benefits/Pension

### Q: Will my benefits transfer from Sodexo to VCH?

A: Benefits from Sodexo will not transfer to VCH. Regular full-time and part-time staff will be enrolled in VCH benefits when they start at VCH. Medical Services Plan (MSP), Dental and Extended Health care benefits will start on the first of the month following your start date with VCH.

- July 22, 2022, start date: MSP, Dental and Extended Health will begin August 1, 2022, for regular staff.
- September 2, 2022, start date: MSP, Dental and Extended Health will begin October 1, 2022, for regular staff.

Additional information will be provided at the Welcome Fairs and Benefits Representatives will be in attendance to answer your questions.

### Q: If I'm full-time, do I automatically get enrolled in the pension plan?

A: Yes, all regular full-time VCH staff are automatically enrolled in the Municipal Pension Plan. VCH matches the pension contributions of its employees.

### Q: Is there an age limit for the VCH pension plan?

A: The Municipal Pension Plan is the VCH pension plan. Contributions to the Municipal Pension Plan end once an employee turns 71 years old or has reached 35 years of pensionable service.

### Q: If I already have a pension plan, will it transfer to VCH?

A: If you were previously enrolled in the Municipal Pension Plan (MPP) and still have your investment in the MPP you may be eligible to have it transferred. Please contact <https://mpp.pensionsbc.ca/> directly.

### Q: What if I didn't have a pension plan before the transfer?

A: If you are a regular full-time employee at VCH you will be automatically enrolled in the Municipal Pension Plan.

## Vacation

### Q: What happens to my banked vacation days from Sodexo? My current Sodexo vacation days?

A: Your banked vacation from Sodexo is not transferable to VCH. Any unused vacation days prior to transfer will be paid out by Sodexo. You will begin to accrue VCH vacation days based on your hours worked from your start date. The vacation accrual year is July 1 to June 30 the following year. For regular full-time employees, vacation days start at 20 days in a year, and for part-time employees, vacation days will be prorated and based on your hours worked. VCH offers paid statutory holidays for full-time staff and a percentage in lieu of paid statutory holidays for part-time staff.

### Q: How and when do I take vacation time between now, the transfer, and post-transfer to VCH?

A: Prior to your start date with VCH (either July 22, 2022, for VCH Coastal, or September 2, 2022, for VCH Richmond/Vancouver), take your Sodexo vacation days as usual. Post-transfer to VCH, any unused vacation days will be paid out by Sodexo. If you have pre-booked vacation that you wish to take after your transfer to VCH, you



may request time off from your manager but it will be unpaid leave if you do not have sufficient vacation days in your VCH vacation bank. We will work with your manager to honour the pre-booked vacation time while considering operational requirements.

### Sick days/Banked sick days

**Q: How many sick days will I have when I transfer to VCH?**

A: Regular full-time employees will begin to accrue 1.5 sick days per month from your start date to a maximum of 135 hours per year, and cumulative to a maximum of 156 work days. Your Sodexo sick days will not transfer to VCH.

### Mandatory retirement

**Q: Is there a mandatory retirement age at VCH? Is it 65?**

A: No, there is no mandatory retirement age at VCH.

### Pay scale/Pay rates

**Q: Have pay rates been decided?**

A: Job descriptions are being finalized and will be shared at the time of line selection and when you receive your offer letter.

**Q: How will VCH pay grades be decided?**

A: Each VCH job title has a rate of pay and classification. New VCH job descriptions, job title/pay rate/schedules (line selection) are currently being developed under the collective agreement.

Pay will be determined by the Facilities Subsector collective agreement, which is different than the Sodexo agreement. Any pay grade increases will follow the collective agreement (for example, there may be annual per cent increases across the board). Therefore, there may be a slight increase in your pay based on our classifications.

**Q: Are casuals classified with the same hourly rate as part-time employees at VCH?**

A: The rate of pay for the positions under the collective agreement will be based on the job classification, not based on status. If you are casual, you will be paid the same hourly rate as a part-time or full-time employee in the same position.

### Line selection

**Q: What are the dates for line selection?**

A: Line selection is expected to start in March. Information sessions are being planned for late February to share rotations and line selection information. New rotations will take effect July 22, 2022 (VCH Coastal), and September 2, 2022 (VCH Vancouver/Richmond).



**Q: How will line selection work? Do I apply at my site or other sites?**

A: Line selection will be by site (e.g. Evergreen selects for Evergreen) and based on seniority. If there are still vacancies after line selections are completed, then you will be able to apply to other sites post-transition (July 22/September 2) as a VCH employee.

**Q: I know that my days/hours are changing on April 22. How does that impact VCH line selection?**

A: Continue to follow your Sodexo schedule until new rotations take effect on July 22, 2022 (VCH Coastal) and September 2, 2022 (VCH Vancouver/Richmond). When line selection is ready, you will be informed.

**Q: What if I am working in both Sodexo and VCH now?**

A: You can only work a 1.0 FTE at VCH. If you currently work over a 1.0 FTE, you have to choose which FTE to transfer to VCH. An FTE is 1,950 hours per year. Please contact your union representative if you need to discuss your situation.

## Seniority

**Q: If someone with more seniority than me takes my job, will I lose my job?**

A: All front-line union staff will have an offer of employment with VCH. Our goal is to ensure minimal disruption and for regular status staff to have an available line at their worksite.

**Q: How will I know if I will be bumped?**

A: There will be no bumping in the transfer from Sodexo to VCH.

**Q: Is anyone losing their job?**

A: No one will be losing their job. All regular status employees will be invited to line selection as the next step in the hiring process, and all casual status employees will be offered a casual position.

## Casual/Part-time staff

**Q: Can casual or part-time staff apply to become full-time staff at VCH?**

A: After they become VCH employees through the repatriation process, casual and part-time staff will be able to apply to internal full-time VCH job postings based on their qualifications, with no restrictions.

**Q: If I'm casual will I be invited to line selection?**

A: Currently, part-time and full-time Sodexo employees will be invited to line selection. Casuals and casuals who are currently in temporary positions at Sodexo will receive an offer of casual employment with VCH.

*At this time, we don't have all the answers to your questions, but we will continue to provide updates as information becomes available on our website, <https://careers.vch.ca/food-onboarding>*

*For any unanswered questions please email, [foodservicesonboarding@vch.ca](mailto:foodservicesonboarding@vch.ca)*

