

## **WORKING CONDITIONS AND BENEFITS**

### **Traveling and representation costs**

The employee has the right to reimbursement of expenses that can incur in the completion of their tasks according to the rules of the Conseil du Trésor du Québec.

### **Reimbursement**

A maximum reimbursement of 150\$ per year will be reimburse to the Cooks for work shoes. A proof of purchase that meets the requirement suggested by the CSST is mandatory.

### **Annual compensation for internet costs.**

The compensation request must be submitted no later than March 15<sup>th</sup> of each year.

- 1 team meeting 2 hours / month = \$ 10
- More than 1 team meeting / month = \$ 20

### **Compensation in connection with the alarm system:**

The daycare center has three people responsible for the alarm system, if one of its three people must travel outside the opening hours of the daycare, the person will be paid 3 hours for a trip. (See the staff guide and parents for the measures to follow)

### **Improvement**

The ECC recognizes the necessity to ensure staff improvement and acknowledges the importance to consult staff on interests/ objectives.

The ECC facilitates the participation of staff on various programs of improvement offered to them (activities, studies, training periods, etc.) keeping in mind the financial situation of the ECC and the annual course objectives. It is mandatory that ECC staff follow a first aid and CPR course every three (3) years paid by the ECC for employees that are permanent part time or full time.

### **Priority of children of ECC employees (full / part-time) for the waiting list**

- The parent whose child is already in daycare and who requests an increase in the number of days of attendance.
- The parent with at least one other child regularly attending the daycare.
- Permanent employees of the daycare center; their child can have access to 2 facilities regardless of their place of work. - Spot 18 months and over.
- The parent whose child was attending daycare, and his contract ended due to lack of spot on the ECC permit.
- The parent on the waiting list according to the chronological order of the request and the availability of places in the child's group.
- The ECC has an ECC-CLSC protocol, therefore, we have 1.5 subsidized and reserved places for children referred and monitored by the CISSSO.

### **Civil responsibility:**

The ECC is committed to defend the employee for whom a civil responsibility is suffered in the exercise of her functions and advised not to exercise against any of their claims in this regard. Unless there is negligence or serious fault on the part of the employee, the ECC has an insurance to cover the civil responsibility.

The employee cannot be held responsible for the acts, actions, negligence or defaults of an administrator, a director or any other ECC employee.

The employee can be held responsible for an action which may occur while exercising her functions or due to an act or a voluntary fault or a serious error.

However, the fault or the breach in the execution of their functions cannot be the employees' responsibility if they acted honestly, reasonable and in all fairness. They must be excused.