

MITTENS

Mittens worked as a bird care assistant at Big Birds and was a member of the Society of Waterfowl And Nests Staff from March 27, 2016, to when she resigned on April 1, 2023, to finish her master's degree in Taxonomy. On June 15, 2023, she began working at World of Cats as a Specialist 1 in a .75 FTE Temporary line.

Now that she works at World of Cats, when does she have access to her seniority, and what is her seniority date? Why?

If Mittens had worked at World of Cats as a Specialist 1 instead of at Big Birds until her resignation on April 1, 2023, what would her seniority date be? Why?

If World of Cats recognizes her previous experience from Big Birds and she is placed at the start of Step 6, when will she reach the next increment on the pay scale? Will recognition of her previous experience impact any additional pay for long service?

FELIX

Felix, a regular full-time Employee, works an evening shift (ending at 23:15) on Monday and was not scheduled to work on Tuesday. During the Monday shift, Felix's manager advises them that their schedule has changed for the week and to look at the new schedule.

Felix had already traded a shift with a co-worker from next Monday to this Saturday. Felix realizes that working on Saturday means they will work more than 38.75 hours this week. Felix wants to know if they will be entitled to overtime for the extra hours. How do you reply?

Felix was previously scheduled on Wednesday and Thursday for evening shifts, but the manager changed the schedule and now Felix works day shifts on Tuesday and Wednesday instead. What is Felix paid for Wednesday?

Now that Felix's schedule has a day shift on Tuesday (starting at 07:00), Felix says the Employer needs to pay 4X basic rate of pay because there are not 15.5 hours off between the Monday evening shift and the Tuesday day shift. Is this correct? Why or why not?

TOULOUSE

Toulouse is a temporary Employee. Toulouse's sibling passed away on May 25. He would like to take bereavement leave.

How many days of bereavement leave is Toulouse entitled to? On what basis can the Employer deny the leave?

Toulouse's next scheduled shifts are May 28 and 29, and he had picked up an overtime shift for May 27. A memorial service is planned for May 29, and he wants to take May 27, 28, and 29 off as bereavement leave. Can he do that? What is he paid?

There is a second memorial service planned for June 4 in France with extended family. Toulouse requests to take June 3, 4, 5, and 6 off as bereavement as well. The Employer denies the request claiming it exceeds Toulouse's bereavement entitlement, the days need to be taken consecutively, and he had already attended the memorial service here. Is this correct? Why or why not?

SIMBA

Simba is planning a big family reunion within the next year in the Outlands, which he estimates will be about two weeks long. Simba has worked at World of Cats for a long time but has never taken vacation. He has questions about scheduling vacation so he can take the trip.

What do you need to know to help Simba determine how much vacation he has?

Simba says there is a lot of tension in his family right now, so he wants to know if he can cancel his vacation in the event the family reunion falls through and have his vacation paid out instead. How do you advise him?

During the vacation, Simba calls you to tell you his father was injured at the reunion and only has a few months left to live. He has decided to resign so he can stay with his father. He wants to know how much notice he needs to give and how he can get his vacation paid out when he resigns. How do you advise Simba?