Why are there two reference documents?

I met with a Labour Relations Advisor* because I didn't know where to find the answer to my question. Logically, I should consult the collective agreement. But then I realized that there are TWO such documents! And the text is in small print and I don't know how to find what I'm looking for.

So, which one should I consult?

It depends.

It depends on what?

On the question!

Because there is a provincial collective agreement and then there are local agreements.

Well, I want details about leaves of absence. Should I look in the provincial collective agreement or local agreements?

Both.

Hum, that doesn't help me...

Sure it does, in both documents you would refer to the same article number, but not necessarily the same page number. For example, you will find Article 5-1.00 on page 22 of the provincial agreement.

I recently had a flood in my basement and I need to remove the water. How many days of leave am I entitled to?

The provincial collective agreement says you are entitled to a maximum of three days. Local agreements may specify conditions for these days of leave, but not necessarily. It's best to check beforehand because applications vary from one school board to another.
Why do they vary from one school board to another?

It's complicated!

For many reasons, based on the culture of the environment, the history of local labour relations or specific aspects of the region or clientele. The local agreements provide for appropriate responses to problems experienced.

What's good is that once you know it, it's no longer complicated!

Indeed! But where do I begin my search?

Of course, many services are available from your local union. They will be pleased to help you.

Or I can just call again!

When you’re not sure, look in the provincial agreement first, then look up the same article numbers in your local agreements to complete your search.

If I have any questions, what should I do?

You can start by consulting your provincial collective agreement, and then your local agreements. If you don’t have these documents, visit the websites of your local union and the FPSS-CSQ. Check the table of contents to quickly locate what you’re looking for. You’ll see that the tool for searching PDF files is magic! If you can’t find it or you’re not sure how to interpret it, call me!

*Realistic but fictitious dialogue.*