

Seniority is the length of time that an individual has served in a job or worked in an organization. It can bring higher status, rank, or precedence to an employee who has served in an organization for a longer period of time.

In CUPE 391, all new employees acquire seniority upon completion of a probationary period of 913 hours or two years of service, whichever occurs first, and is calculated based on accumulated hours worked.

Seniority may come in to play when choosing a candidate for an internal job competition. When knowledge, skill and ability are relatively equal between prospective candidates, the position will be offered to the candidates in order of seniority.

In a union-represented workplace, seniority may also play a factor in decisions regarding wages, hours, vacation time, promotions, over-time, preferred jobs, and other benefits and privileges.

8.5 Probation and Seniority [from the [Collective Agreement](#)]

8.5.1 Probationary Period – New Hires

New hires shall be on probation for 913 hours worked, or for their first two years of service years, whichever occurs first.

8.5.2 Seniority

All new employees acquire seniority upon completion of a probationary period of 913 hours or two years of service, whichever occurs first.

Seniority will be calculated based on accumulated hours. When calculating accumulated hours towards seniority, only straight time hours worked or paid since the last break in service of greater than one (1) year shall be included.

Employees who have acquired seniority and leave service for reasons other than termination for cause shall be reinstated on the Seniority List if they are re-employed within one (1) year from the date of leaving; with the exception that employees who have retired from the Employer's service will not retain previous seniority in the event of rehire and will be considered a new employee.

The Employer will provide the Union with seniority lists for Full-Time Employees, Part-Time Employees and Auxiliary/Temporary Employees two times each year, in January and June.

8.5.3 Application of Seniority

Auxiliary and temporary employees do not have seniority rights except for in accordance with 8.6.4.

Seniority will apply to eligible employees as provided for in the Layoff and Recall language in articles 8.8 and 14.1.3.

Seniority is not transferable outside the classified groups in Schedule D.

8.5.4 Auxiliary Employees

Effective January 1, 2014, and on each January 1st thereafter, auxiliary employees will be deemed to have resigned if they have worked less than 75 hours in the previous calendar year. Auxiliary employees may be granted permission to be temporarily removed from the call list, and these periods will not be considered for the purposes of this Article. The 75 hour requirement will be pro-rated to reflect the period of time removed from the call list.

8.6.4 Temporary and Auxiliary Employees who have completed 913 hours of work in one (1) classified group in Schedule D, shall, for the purposes of Clause 8.6.1 only, be deemed to have seniority equal to their total number of hours worked in the classified group.