

TENTATIVELY AGREED
ARTICLE XX – SENIORITY

The Parties tentatively agree to include the following Article in a collective agreement. It is understood that final agreement is subject to ratification of the Parties' respective principals following tentative agreement on all matters. Article numbering, including any Article cross-referencing, is subject to change following agreement on all matters. The Parties reserve the right to amend or withdraw any proposal herein prior to reaching a complete tentative agreement with CUPE, or to correct an error or omission.

XX.01 Seniority is defined by the first day of work, including training, within the Bargaining Unit.

XX.02 In the event a decision is to be made based on seniority in accordance with this Collective Agreement, if two or more Employees have the same seniority, the Employee with the earlier birthdate will be deemed the most senior.

XX.03 The University shall maintain a seniority list showing the date of the first day of work and birthdate for each Employee. An updated seniority list, inclusive of birthdate, shall be sent to the Union in October and June of each year.

XX.04 An Employee will lose their seniority when the Employee:

- i. resigns;
- ii. is dismissed and such dismissal is not reversed through the Grievance Procedure; or
- iii. the Employee is not employed in the Bargaining Unit for a period of more than six (6) months.

XX.05 An Employee retains their seniority while on approved leave due to illness or injury, and during an approved leave under the *Employment Standards Act* or this Collective Agreement.

For the Union:

Mitchell Lupa Date
President, CUPE Local 3906

Caleb Smolenaars Date
Lead Steward, CUPE Local 3906

For the University:

Maggie Pooran Date
Lead Spokesperson, Executive Director, Health, Safety, Wellbeing & Labour Relations

Chris Eley Date
Acting Director, Housing & Conference Services & Chair, University Bargaining Team