Unifor Unit 1 – Employee Hires
May 2, 2021 and Beyond

Temporary
0-6 months less a day

Short Term (STE)
6 - 12 months

Limited Term Employee (LTE)
12 months plus a day - 36 months

Continuing Employee
(more than 36 months)

- 4-month opportunity (Temporary)
- STE Entitlements at 6 months – 12 months
- Limited Term Employee (LTE) begins at 12 months plus a day (4-month probation period begins)

Note: Continuing Entitlements will begin beyond 36 months
*University Best Practice to compete continuing roles with no anticipated end date

Note: No probationary period – STE termination entitlements per ESA

8-month extension

12-month extension

8-month extension

12-month extension

6 months

12 months plus a day

36 months

Continuing opportunity *Competition – Continuing Entitlements from Day 1 (8 month probation period if external)

12-month+ opportunity *Competition – LTE from Day 1 (8 month probation period if external)

8-month opportunity - STE on Day 1

Note: Continuing Entitlements will begin beyond 36 months
*University Best Practice to compete continuing roles with no anticipated end date

*Competition – STE Entitlements at 6 months – 12 months