Short Term Employee Category
What you need to know

What is happening?
The introduction of the Short-Term Employee (STE) category in the Unifor Unit 1 bargaining unit, will take effect May 2, 2021. Employees hired for a term of 6-12 months with a start date of May 2, 2021 or later will now be hired as a Short-Term Employee.

This applies to roles and types of work normally performed within the Unifor Unit 1 group. Some types of positions and employees are excluded. Review Article 2 for a full list of exclusions.

Why is this happening?
The new Short-Term Employee category was negotiated through collective bargaining between the university and Unifor Unit 1 in 2019.

How will it happen?
Hiring processes and tools are updated to include the new category.

Groups excluded from the STE category include:
- Full-time students enrolled at McMaster University
- Research Associates (academic) employed for under 2 years

View the Unifor Unit 1 Collective Agreement, Article 2.01 for the full list of exclusions and entitlements (Appendix V).

What is changing by role?

Hiring Managers/Administrators will:
- Determine if hire meets criteria for STE.
- Use Unifor Unit 1 Position Code and Job Description
- Use new wage grid, new offer letter and extension templates
- Refer to benefit rate tables for budgeting of appointment
- Use HR Reporting Hub to identify upcoming contract renewals or end dates

Employees hired on a 6-12 month term will:
- Be hired as Short-Term Employees, and included in the Unifor Unit 1 bargaining unit
- Be scheduled for hours of work that follow the collective bargaining agreement
- Accrue paid vacation time
- Receive holiday pay as outlined in the collective bargaining agreement
- Have access to certain leave provisions