

APPENDIX V

Excerpt from Collective Agreement: Non-Academic Administrative, Professional, and Technical Employees (Unit 1)

Expiry Date: April 30, 2025

SHORT-TERM EMPLOYEES

Effective May 2, 2021, the parties have agreed to the inclusion of Short-Term Employees within the Unifor Unit 1 Bargaining Unit.

The Articles, Appendices and Letters of Understanding below apply to Short-Term Employees. All other Articles, Appendices and Letters of Understanding do not apply.

Article 1 – Term

Article 2 – Recognition

Article 3 – Definitions

Article 4 – Management Rights

Article 5 – Union Representation

Article 6 – Complaint, Grievance & Arbitration Procedures

Article 7 – No Strikes or Lockouts

Article 8 – Respectful Workplace

Article 9 – Correspondence and Information

Article 10 – Health and Safety

Article 11 – Employee Information

Article 12 – Progressive Discipline and Discharge

Article 13.06 – Probationary Employment – Short-Term Employees

Article 14 – Seniority

Article 15 – Hours of Work

Article 16 – Leaves of Absence – only the following sub-articles apply:

16.01 Bereavement

16.02 Jury Duty

16.04 Vacations

16.05 Paid Holidays

16.07.1 Domestic or Sexual Violence Leave

16.08 Union Leaves

16.09 Public Service Leave

16.11 Personal Leave (Effective January 1, 2023)

16.12 Remembrance Day

Article 20 – Labour Management Committee

Article 21.07 – Method of Salary Payment

Article 24 – Job Descriptions

Article 25 – Union Orientation

Article 26 – Non Bargaining Unit Persons

Article 27 – Copies of the Agreement

Article 28.01 – Training

Article 28.05 – Paid Education Leave (PEL)

Article 29 – Domestic Violence 77

Article 30.01 – Reporting Absences

Appendix II – Wage Rate Grids

Letters of Understanding:

Policies Affecting Terms and Conditions of Employment

Storm Emergency Policy and Procedures

Unifor Local 5555 Bargaining Unit

Seniority Work Arrangements for Coaches in Athletics and Recreation