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