

### Temporary, Short-Term & Limited Term Employee Entitlements Overview

	Temporary Employee	Short-Term Employee (> 6 months, < 12 months)	Limited Term Employee (> 12 months, < 36 months)
	Temporary Employee is an employee who works in a position, commencing on or after May 2, 2021, with a duration of less than 6 months. These employees remain excluded from the Unifor Unit 1 bargaining unit.	Short-Term Employee is an Employee who works in a position, commencing on or after May 2, 2021, with a duration of at least 6 months and no more than 12 months. These employees are included in the Unifor Unit 1 bargaining unit, with specific collective agreement provisions that apply to their appointments.	Limited Term Employee is an Employee who is either full-time or part-time employed in a position where an end date has been determined such that the total appointment, including any extensions, is for a minimum of greater than 12 months but no longer than 36 months commencing on May 2, 2021. These employees are included in the Unifor Unit 1 bargaining unit.
	Article 15 (Hours of Work) of Unifor, Unit 1 CBA		
<b>Overtime</b>	The Employee will be paid for overtime as per the provisions listed in the Employment Standards Act (ESA). 1.5x the employees regular rate of pay and begins after the employee has worked 44 hours in a work week.	A full-time Employee will be paid for overtime that are in excess of the standard full-time hours indicated on the job description. Overtime is equal to 1.5x their regular hourly rate. Overtime is paid for hours in excess of the daily or weekly hours or on the 6th or 7th day of the week.	
	Article 13 (Probationary Employment) of Unifor, Unit 1 CBA		
<b>Probationary Employment</b>	x	x	If a Short-Term Employee commences a subsequent appointment as a Limited Term Employee in the: - same position and supervisor, a 4 month probation period applies - different position and supervisor, an 8 month probation period applies
	Article 16 (Leaves of Absence) of Unifor, Unit 1 CBA		
<b>Bereavement Leave</b>	Up to 2 days of unpaid job-protected leave each calendar year because of death of certain family members.	Up to 7 consecutive calendar days without loss of pay and benefits, excluding paid holidays.	
<b>Jury Duty</b>	Unpaid job-protected leave will be granted for jury duty and if selected to serve as a juror.	The Employee will be paid the difference (if any), between the amount paid to them for jury or witness services and the earnings they would have received during the same time period.	
<b>Vacation</b>	Vacation pay provided as 4% of earnings for each pay period.	1.25 days per month (expressed in working days per completed month of service), plus a prorated number of working days per partial completed month of service. Equivalent to 6% vacation pay.	Entitled to annual paid vacation time based on completed years of service. Annual entitlement commences with 15 vacation days per calendar year. Equivalent to 6% vacation pay.
<b>Paid Holidays</b>	The Employee will be paid for public holidays in accordance with the ESA. If the University is closed on a date which is not a public holiday, that day would be unpaid unless the employee is scheduled to work.	The Employee will be paid for all statutory holidays listed in the Employment Standards Act (ESA), as well as floating holidays outlined in the Holiday Schedule posted on the University's website.	
<b>Pregnancy and Parental Leave</b>	The Employee will be entitled to pregnancy and parental leaves in accordance with the ESA. Pregnancy leave is a maximum of 17 weeks. Parental leave maximum: Birth mothers who take pregnancy leave are entitled to take up to 61 weeks of parental leave. All other new parents are entitled to take up to 63 weeks of parental leave.	The Employee will be entitled to pregnancy and parental leaves in accordance with the ESA. Pregnancy leave is a maximum of 17 weeks. Parental leave maximum: Birth mothers who take pregnancy leave are entitled to take up to 61 weeks of parental leave. All other new parents are entitled to take up to 63 weeks of parental leave.	<p>The Employee who takes a pregnancy or parental leave pursuant to this Article 16.06 is entitled to the financial benefits set out in 16.06(a)(i) (Option A) or 16.06(a)(ii) (Option B) below, at their election. It is understood that an Employee electing to take a pregnancy leave and a parental leave for the same child (or children) may elect to receive financial benefits for either leave (under either Option) but not both leaves.</p> <p>(i) Option A For each week of leave up to the 19th week, inclusive, the University will pay 90% of regular salary, less the maximum amount of weekly pay any individual is eligible to receive in accordance with the EIA (the "EI Max"), regardless of whether or not such amount is actually received by the Employee. If the Employee provides proof that their EIA entitlement is less than the EI Max, their weekly payment from the University will be 90% of regular salary less the amount of their EIA entitlement.</p> <p style="text-align: center;">OR</p> <p>(ii) Option B For the first 4 weeks of leave, the University will pay 100% of regular salary.</p> <p>The Employee electing to take a pregnancy leave and a parental leave for the same child (or children) may elect to receive financial benefits for either leave (under either Option) but not both leaves.</p>
<b>Family Medical Leave</b>	The Employee is entitled to unpaid job-protected leave of up to 28 weeks in a 52-week period, as per the ESA.	The Employee is entitled to unpaid job-protected leave of up to 28 weeks in a 52-week period, as per the ESA.	
<b>Supplementary Compassionate Care Benefits</b>	x	x	Will receive 90% of regular salary, less the maximum amount of weekly pay, any individual is eligible to receive in accordance with the EIA (the "EI Max"), regardless of whether or not such amount is actually received by the Employee.
<b>Domestic or Sexual Violence Leave</b>	The Employee is entitled to a job-protected leave of absence. It provides up to 10 days and 15 weeks in a calendar year of time off to be taken for specific purposes when an employee or an employee's child has experienced or been threatened with domestic or sexual violence. The first five days of leave taken in a calendar year are paid, and the rest are unpaid as per the ESA.	The Employee is entitled to 5 days leave, without loss of pay, in addition to any entitlements under the ESA.	
<b>Union Executive Release Leave</b>	x	The Employee would receive a leave of absence, without loss of pay and benefits, for the duration of the appointment or terms of the office.	
<b>Public Service Leave</b>	x	The Employee can submit for a leave of absence, at full salary, for the campaign election for the public service entities outlined in the CBA.	
<b>Personal Leave</b>	x	Effective January 1, 2023: The Employee is entitled to 2 personal leave days without the loss of regular pay and benefits each calendar year.	The Employee is entitled to 2 personal leave days without the loss of regular pay and benefits each calendar year.
<b>Sick Leave</b>	The Employee is entitled to 3 days of unpaid job-protected leave each calendar year, as per the ESA.	The Employee is entitled to 3 days of unpaid job-protected leave each calendar year, as per the ESA.	The Employee is entitled to Salary Continuation benefits in accordance with the Article 30.
<b>Deferred Salary Leave</b>	x	x	Applicable to the Employee.
	Article 22 - Benefits Schedule		
<b>Pensions &amp; Benefits</b>	x	x	The Employee is eligible to participate in: - Pension Plan for Salaried Employees - Extended Health Plan - Dental Plan - Group Life Plan - Accidental Death & Dismemberment Plan - Salary Continuation Plan - Long Term Disability Plan - Pregnancy Leave Plan - Family Medical Leave Plan - Tuition Assistance and Bursary Plans