Unifor Unit 1 – Employee Hires
Up to June 30, 2022

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

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

Temporary until 6 months less a day

STE Entitlements at 6 months – 12 months
Note: No probationary period – STE termination entitlements per ESA

STE until 12 months
8-month extension

LTE begins at 12 months plus a day (4-month probation period begins)

LTE begins at 12 months plus a day - 36 months
36 months

8-month opportunity - STE on Day 1

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

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

6 months

12 months plus a day

4-month opportunity (Temporary)

8-month extension
Unifor Unit 1 – Employee Hires July 1, 2022 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

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

8-month extension

LTE begins at point of extension (4-month probation begins)

12-month extension

LTE begins at point of extension (4 month probation 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

Note: Vacancies greater than 12 months will be posted in accordance with Article 18 or be subject to a request for a waiver of competition as requested through E/LR.